



# DEPARTMENT OF DEFENSE HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Department of Defense Summary Report on [Hazing in the Armed Forces](#)

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## I. Executive Summary

Hazing jeopardizes combat readiness and mission accomplishment, weakens trust within the ranks, and erodes unit cohesion. Hazing is an affront to the Department of Defense's (DoD) fundamental value of dignified conduct and undermines the Department's guiding principle to afford dignity and respect to every member of the Total Force. In all we do, the DoD strives to show respect for our members and seeks to eradicate behaviors that undermine this principle. Through standardized prevention programs and response efforts, DoD seeks to eradicate all forms of hazing.

This report is submitted pursuant to section 549 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2017 (Public Law 114-328) which requires the Military Department Secretaries to submit, not later than January 31st of each year, to the Committees on Armed Services of the Senate and the House of Representatives, a report containing a description of efforts during the previous year:

- To prevent and respond to incidents of hazing involving members of the Armed Forces;
- To track and encourage reporting, including reporting anonymously, incidents of hazing in the Armed Forces; and;
- To ensure the consistent implementation of anti-hazing policies.

This report provides a top line summary of the 291 hazing complaints reported by the Military Services in FY 2018. Together, these 291 complaints involved a total of 529 alleged offenders and 407 complainants. Subsequent to an appropriate investigation, complaints are found to be substantiated or unsubstantiated; at the close of the FY, 173 complaints were resolved, and 110 complaints were pending resolution.

- Of the 291 complaints, 102 were substantiated and 71 complaints were unsubstantiated.
- Eight complaints were inconclusive, dismissed, and/or unknown.

This past year DoD made numerous policy changes Department-wide since publishing Department of Defense Instruction (DoDI) 1020.03, "Harassment Prevention and Response in the Armed Forces," dated February 8, 2018, regarding problematic behaviors. The Military Services are working to implement the new policy and align their service specific policies to the DoDI. The reporting period covered in this submission does not reflect full implementation of these policy changes.

The Military Service with the smallest population, the Marine Corps, reported the majority of the overall hazing complaints (256; 88.3 percent). However, a large proportion of reports-to-population does not necessarily reflect a larger issue with hazing within a particular Military Service. The Marine Corps attributes the number of hazing complaints reported primarily to the utilization of their case management system and to the Commandant's increased emphasis on culture change and the importance of reporting problematic behaviors.

The 102 substantiated complaints involved 197 offenders and 159 complainants. Almost all of the 102 substantiated hazing complaints were reported to have occurred on a military installation and the

majority within the Continental United States (CONUS). Approximately 75 percent of the substantiated complaints involved some form of physical contact, either in isolation or in combination with other types of hazing behaviors, between male offenders and male complainants. Most of the offenders and complainants were on-duty when the hazing behavior occurred. The majority of complainants and offenders were active duty enlisted Service members. Approximately 81 percent of offenders were in pay grades E3, E4, or E5 and approximately 84 percent of complainants were in pay grades E2 to E3.

## **II. DoD Hazing Prevention and Response Policy**

Hazing undercuts DoD's efforts to create and maintain environments grounded in the highest levels of dignity and respect. The Department combats hazing through standardized prevention and response efforts to detect, prevent, deter, address, and eliminate hazing across the Department, as well as by providing effective and compassionate support for individuals who report hazing, and holding offenders appropriately accountable.

### **DoDI 1020.03, "Harassment Prevention and Response in the Armed Forces"**

On February 8, 2018, the Department issued DoDI 1020.03, "Harassment Prevention and Response in the Armed Forces." Recognizing the need for greater leadership commitment and accountability to promote, support, and enforce the full spectrum of harassment prevention and response policies and programs, the Department instruction, updates, strengthens, and establishes a comprehensive policy on harassment. Harassment includes discriminatory harassment, sexual harassment, hazing, bullying, retaliation, and reprisal. DoDI 1020.03 establishes a comprehensive, DoD-wide military harassment prevention and response program, which mandates, among other requirements, that commanders and supervisors be held appropriately accountable for processing harassment complaints and provides procedures and mechanisms for ensuring complainants receive adequate care and support.

### **Hazing Definition**

In DoDI 1020.03, hazing is defined as:

"A form of harassment that includes conduct through which Service members or DoD employees, without a proper military or other governmental purpose but with a nexus to military Service, physically or psychologically injures or creates a risk of physical or psychological injury to Service members for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DoD civilian organization. Hazing can be conducted through the use of electronic devices or communications, and by other means, including social media, as well as in person."

- a. Hazing is evaluated by a "reasonable person" standard and includes, but is not limited to, the following when performed without a proper military or other governmental purpose:

- (1) Any form of initiation or congratulatory act that involves physically striking another person in any manner or threatening to do the same;
  - (2) Pressing any object into another person's skin, regardless of whether it pierces the skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object;
  - (3) Oral or written berating of another person with the purpose of belittling or humiliating;
  - (4) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts;
  - (5) Playing abusive or malicious tricks;
  - (6) Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person;
  - (7) Subjecting another person to excessive or abusive use of water;
  - (8) Forcing another person to consume food, alcohol, drugs, or any other substance; and
  - (9) Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of hazing.
- b. Hazing does not include properly directed command or organizational activities that serve a proper military or other governmental purpose, or the requisite training activities required to prepare for such activities (e.g., administrative corrective measures, extra military instruction, or command-authorized physical training).
  - c. Service members may be responsible for an act of hazing even if there was actual or implied consent from the victim and regardless of the grade or rank, status, or Service of the victim.
  - d. Hazing is prohibited in all circumstances and environments, including off-duty or "unofficial" unit functions and settings.

### III. Hazing Prevention and Response Oversight

Under the Office of Force Resiliency purview, the Office for Diversity, Equity, and Inclusion (ODEI) develops and maintains policy oversight of the DoD military Hazing Prevention and Response Program.

The DoD Hazing and Bullying Working Group provides a forum for the Military Departments and the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD(P&R)) to synchronize efforts in developing effective hazing prevention and response policies. The working group, comprised of senior subject matter experts from the DoD Office of General Counsel, Military Departments, OUSD(P&R), and the Defense Equal Opportunity Management Institute (DEOMI), considers the

Department's hazing prevention and response policy from a holistic approach. The collaboration provides an opportunity to benchmark best practices, discuss enduring challenges, and alleviate potential pitfalls. The primary hazing focus areas and completed FY 2018 efforts of the working group include: definitions, roles/responsibilities, reporting process, data collection and analysis, training, retaliation, and compliance. The working group continues to meet to make improvements to ongoing efforts.

This report provides a summary of the Military Services' hazing report inputs, the Military Services' self-assessments as well as recommended next steps.

## IV. Framework Approach

### Framework Approach

The aim of the Department's hazing policy is to integrate sustainability and competence into DoD-wide hazing prevention efforts. As such, in FY 2018 the Military Services continued to center their program strategies and efforts on a continuous improvement five-step process that underpins the DoD Hazing Prevention and Response Program framework. The process steps are:

**STEP 1: Collect and Analyze Hazing Incidents.** Analyzing the incidents of hazing is the first and most critical step in detecting the scope of hazing within the Department. This step also complements policies and programs that determine how to address hazing and, identifies barriers to creating and sustaining work environments that ensure all Service members are treated with dignity and respect.

**STEP 2: Define Prevention Requirements.** Effective prevention strategies include use of varied teaching methods, sustained dosage of prevention efforts, theory-based programs, appropriate timing, and indicators to track at risk populations. As prevention strategies evolve, indicators may assist with identifying Service members at risk of being involved in future hazing incidents. This improved awareness will enable leaders to understand the root cause of the problematic behavior and recognize the need to intercede before an incident occurs. The Department will incorporate innovative efforts to prevent hazing, including targeted intervention efforts for Military Service populations most at-risk for participating in or experiencing hazing.

**STEP 3: DoD-Wide Strategic Prevention Message.** Step three requires an engaged Department strategy to stop hazing before it occurs. This requires a consistent implementation of DoD policy, underscored by clear and uniform hazing prevention messages from all levels of leadership.

**STEP 4: Mitigate Risks to Improve Performance.** Step four focuses on the importance of mitigating risks to improve the performance of hazing prevention and response efforts beyond the Military Services' compliance responsibilities. To optimize performance and enhance readiness, DoD will work with the Military Services to advance data and information collection to better align strategy with policy, while creating a culture where leaders are highly trained to detect, prevent, deter, and eliminate risks associated with hazing behaviors.



**STEP 5: Evaluate Program Effectiveness.** In the final step, DoD measures performance and evaluates program effectiveness by monitoring implementation and compliance, and assessing internal controls. DoD currently works with each of the Military Services to monitor hazing prevention and response programs, document lessons learned, and make continual prevention program improvements, while detailing success and progress along the way.

## V. Strategic Goals and Objectives

Hazing poses a serious readiness challenge that will continue to require assessment as DoD aims to synergize prevention and response efforts across the enterprise. In these early stages of standardized hazing prevention and response program implementation, the Department understands there is no “one size fits all” approach or solution to hazing prevention and response. Each Military Service is required, at a minimum, to establish and implement programs that comply with DoD policies. The goals below correspond to DoD legislative and policy requirements, they also help DoD and the Military Services identify program relevance and evaluate progress and compliance.

The goals and objectives established in legislation and outlined below meet the requirements of the NDAA's for FYs 2016 and 2017 and the policy guidance outlined in DoDI 1020.03. DoD expects Military Service leaders to implement these requirements as essential elements of hazing prevention and response programs. The seven goals and objectives include:

**GOAL #1: Prevention Messaging.** The effective utilization of clear and consistent DoD prevention messaging, such as clear policy statements, helps deter and eliminate hazing and builds healthy organizational climates dedicated to upholding dignity, respect, and accountability. A key part of the messaging includes early intervention to prevent hazing incidents to detect, prevent and deter by providing support for individuals who report hazing, and holding offenders appropriately accountable.

**GOAL #2: Data Collection, Tracking and Analysis.** Standardized and reliable data collection and analyses that capture hazing complaint data are necessary to inform future prevention efforts. In addition, tracking and extensive analysis of the data helps DoD identify whether policies and structures support cohesive organizational climates and the prevention of hazing.

**GOAL #3: Reporting Procedures.** DoDI 1020.03 establishes guidance for Secretaries of the Military Department to ensure the availability of information regarding hazing reporting options, procedures, and applicable timelines to submit complaints, including anonymous complaints and complaints involving a Service member's commander or supervisor, to the appropriate commander or supervisor, the inspector general's office, military equal opportunity (MEO) office, or staff designated by the Military Service to receive harassment complaints.

**GOAL #4: Victim Assistance and Advocacy Options.** Military Departments must notify complainants when an investigation begins, provide them information about the investigation process and victim support resources available, on- and off-base, and any appeal rights. When the investigation is complete, the complainant must be notified whether the complaint was substantiated or

unsubstantiated. All complainants must be advised of available victim services during their initial intake interview.

**GOAL #5: Timely Investigations.** OUSD(P&R) provides oversight of investigations to ensure processes are impartial, thorough, and timely. DoDI 1020.03 requires Commanders to initiate an investigation within five duty days of becoming aware or receiving a report of a hazing incident and the investigation is to be completed not later than 30 days after the date on which the investigation is commenced. Each Military Service must establish procedures for conducting internal investigations of hazing complaints and appropriately train officials designated to investigate matters involving hazing to ensure adequate, reliable, and impartial investigation of complaints.

**GOAL #6: Effective Hazing Prevention and Education Programs.** Regular training and education is required for Service members at all levels on how to identify, respond to, and report hazing, including clear definitions of hazing. Hazing prevention and efforts are strengthened through consistent and coordinated training content provided by DEOMI.

**GOAL #7: Accountability.** Offenders in substantiated hazing incidents will be held appropriately accountable. Within each of the Military Services, leaders must set the tone for hazing-free environments and ensure that anyone who has been found to participate in hazing activity is addressed appropriately.

## VI. Self-Assessments of Compliance Status by Military Service

This section of the report provides the Military Services' comprehensive self-assessments of the hazing prevention and response strategic elements.

### Army

**STRATEGIC ELEMENT #1: Prevention Messaging.** The "Not in My Squad Campaign" (NIMS) was launched in 2015 to demonstrate the Sergeant Major of the Army's (SMA) commitment to professionalism from the squad level up. The campaign served to reinforce the Army's commitment to eradicating harassment. NIMS empowers first-line leaders to take responsibility for their units by creating positive, healthy command climates and addressing issues at the lowest level.

**STRATEGIC ELEMENT #2: Data Collection, Tracking and Analysis.** The Army tracks and reports alleged incidents of hazing in three databases from Equal Opportunity (EO) offices, the Inspector General (IG), and the Criminal Investigation Command (CID) to comply with DoDI 1020.03. In addition, the Army is working on a reporting system that will standardize data collection and tracking, improve reporting accuracy, and identify repeat offenders and organizations.

**STRATEGIC ELEMENT #3: Reporting Procedures.** Soldiers are free to address hazing complaints to any level of command, a protected communication to a member of Congress; IG; or a member of a



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DoD audit, inspection, or any other person or organization appropriate to receive such concerns. Anonymous complaints can be made through the commander's suggestion box and the IG hotline.

**STRATEGIC ELEMENT #4: Victim Assistance and Advocacy Options.** The Army encourages use of the IG's Military Whistleblower Protection policy that states that Service members shall be free to make a protected communication to a member of Congress; an IG; or a member of a DoD audit, inspection, investigation, or law enforcement organization.

**STRATEGIC ELEMENT #5: Timely Investigations.** To ensure the consistent implementation of anti-hazing policies, all allegations of hazing require an investigation within five duty days, together with notification to the commanding officer (CO). The investigation is to be completed not later than 30 days after the date on which the investigation is commenced.

**STRATEGIC ELEMENT #6: Effective Hazing Prevention and Education Programs.** Hazing and bullying training is conducted annually in conjunction with EO training. As a result of these efforts, hazing in the Army appears to be on a downward trend. The Army continues to educate and encourage all soldiers and civilians to engage and intervene to correct such behaviors.

**STRATEGIC ELEMENT #7: Accountability.** The Army takes administrative, non-judicial, and punitive action against offenders who violate hazing and bullying policies. Improved definitions of hazing and bullying also allow commanders to better identify and address issues of hazing and bullying.

### Navy

**STRATEGIC ELEMENT #1: Prevention Messaging.** The Navy's in-progress compliance reflects the revision of the Office of the Chief of Naval Operations Instruction (OPNAVINST) 5300.13, "Navy Sexual Harassment Prevention and Response Program Manual," which is currently being updated to align directly with DoDI 1020.03.

The Department of the Navy's policy on hazing, Secretary of the Navy Instruction (SECNAVINST) 1610.2A establishes leadership accountability, enforcement guidelines, and prohibits hazing.

The revised OPNAVINST 5300.13 will provide guidance on how to:

- Define hazing and bullying under the umbrella term "harassment."
- Formally track hazing and bullying via Navy Personnel (NAVPERS) Form 5354/2 formal reporting intake form which is currently being utilized for discriminatory harassment, sexual harassment, and discrimination.
- Address retaliation and reprisal as it extends to all forms of harassment.

The Navy established clear policies and leadership messages intended to stop hazing misconduct before it occurs and becomes severe and pervasive.

**STRATEGIC ELEMENT #2: Data Collection, Tracking and Analysis.** The Navy ensured reliable data collection, reporting, and case management processes to collect, track and report hazing misconduct to leaders. Incidents of hazing are reported via an operational report (OPREP). These incidents, to include DoD mandated data elements, are documented on a spreadsheet. This spreadsheet is used in the preparation of the annual hazing and bullying data collection report. The Navy is currently in early-stage development of a case management system to track all forms of harassment, as defined by DoDI 1020.03.

**STRATEGIC ELEMENT #3: Reporting Procedures.** The Navy established safe and clear reporting options for complainants and bystanders who report hazing misconduct. The Navy policy outlines that it is the responsibility of every Sailor to ensure hazing does not occur and every Service member has the responsibility to make the appropriate authorities aware of each violation of this policy. The Navy is currently revising the Sexual Harassment Prevention and Response Program Manual to ensure it is aligned with DoDI 1020.03, “Harassment Prevention and Response in the Armed Forces.”

**STRATEGIC ELEMENT #4: Victim Assistance and Advocacy Options.** The Navy strives to ensure effective victim advocacy and bystander support, response and reporting options. Navy policy outlines procedures for victim and witness assistance.

**STRATEGIC ELEMENT #5: Timely Investigations.** The Navy regularly conducted training and education for personnel at all levels on how to identify, respond to, and report hazing misconduct, including clear definitions on hazing. Navy policy directs commencement of an investigation of every reported incident of hazing within five duty days to determine if the case is substantiated or unsubstantiated. All investigations are to be completed not later than 30 days after the date on which the investigation is commenced.

**STRATEGIC ELEMENT #6: Effective Hazing Prevention and Education Programs.** Navy policy lists a Chief of Naval Operations (CNO) responsibility to provide annual training and updates on hazing in Professional Military Education courses, leadership training, commander’s courses, troop information programs, etc. FY 2018 General Military Training (GMT) includes Hazing Policy and Prevention as an established training topic and is made available on GMT webpages for commands. After graduating boot camp, every Sailor receives a “Life Skills” course which reemphasizes professional behavior and healthy relationships; hazing is a dedicated topic that is covered.

**STRATEGIC ELEMENT #7: Accountability.** The OPNAVINST 5300.13 policy states: (1) no commander or supervisor may, by act, word, deed, or omission, condone or ignore hazing if they know or reasonably should have known, that hazing may or did occur; (2) commanders or individuals in supervisory positions are responsible for ensuring that all ceremonies and initiations conducted within their organizations or commands comply with Navy hazing policy; (3) supervisory personnel shall ensure that service members participating in command authorized ceremonies, initiations and other activities are treated with dignity and respect during these events; and (4) reprisal actions against any victim or witness of hazing incidents are strictly prohibited.

## Marine Corps

**STRATEGIC ELEMENT #1: Prevention Messaging.** On March 26, 2018 the Marine Corps released Marine Corp Order (MCO) 5354.1E, “Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy.” This Order furthers the Marine Corps policy to preserve dignity and promote respect for all Marines and other Armed Forces personnel, uniformed and civilian. The Order updates and aligns Marine Corps policy on prohibited activity and conduct involving harassment (to include sexual harassment); unlawful discrimination and abuse (specifically, hazing, bullying, ostracism, retaliation); wrongful distribution or broadcasting of intimate images; and, certain dissident and protest activity (to include supremacist activity). The Order is a punitive lawful general order. The prohibitions under the Order extend to conduct committed through electronic communications and social media, as well as in person through other means.

The Inspector General of the Marine Corps (IGMC) is responsible for ongoing assessment of command compliance with MCO 5354.1E. The IGMC utilizes the Functional Area Checklist prepared and maintained by the Functional Area Sponsor for ensuring compliance. To ensure appropriate evaluation of command-level programs, a subject matter expert is used to augment the inspection team. Commands found non-compliant with checklist requirements are required to submit a corrective action report to the IGMC. Corrective Action reports are shared with the Functional Area Sponsors to ensure corrective actions are appropriate.

**STRATEGIC ELEMENT #2: Data Collection, Tracking and Analysis.** The Marine Corps uses a restricted access repository called the Discrimination and Sexual Harassment (DASH) system to track all complaints of PAC from initial reporting until final command action. The DASH system ensures oversight of the PAC reporting across the Service. The information reported in the DASH system is used primarily to provide oversight of the PAC process. It is also used to provide statistical data for congressional reports and to assist in identifying trends that may exist in the organizational climate of the Marine Corps. DASH collects a number of personally identifiable information entries to meet reporting requirements.

**STRATEGIC ELEMENT #3: Reporting Procedures.** With the release of MCO 5354.1E, the Marine Corps provides several avenues to report or initiate a complaint of PAC. The individual filing the complaint, or reporter, shall determine which avenue best suits their needs. Complaints may be initiated in writing or verbally. All such communications are considered “protected communications. The following are the available avenues of reporting hazing in the Marine Corps:

- Chain of Command
- Request Mast<sup>1</sup>
- Communications with the Equal Opportunity Advisor (EOA) or MEO office

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<sup>1</sup> Request Mast includes both the right of the member to personally talk to the CO, normally in person, and the requirement that the CO consider the matter and personally respond to the member requesting mast. Request Mast provides a member the opportunity to communicate not only with his or her immediate CO, but also with any superior CO in the chain of command up to and including the member's immediate Commanding General. Request Mast also provides CO with firsthand knowledge of the morale and general welfare of the command.

- Communications with Command Equal Opportunity Representative
- Inspector General of the Marine Corps Hotline
- National Criminal Investigative Service WEB & APP TIP LINE (anonymous reporting tool)
- EO Advice Line (Phone Number 1-844-818-1674)

**STRATEGIC ELEMENT #4: Victim Assistance and Advocacy Options.** The Marine Corps is committed to ensuring appropriate and responsive care and services for those Marines and Sailors adversely impacted by PAC. All complainants are advised of available victim services during their initial intake interview with the EOA.

**STRATEGIC ELEMENT #5: Timely Investigations.** Per MCO 5354.1E commanders shall direct an appropriate inquiry into all complaints alleging prima facie incidents of PAC, unless the complaint is otherwise dismissed as frivolous, moot, or redundant. The Convening Authority (CA) is responsible for ensuring a prompt, impartial, and thorough investigation of all accepted complaints alleging PAC. The CA will convene an investigation within three duty days of receipt of a complaint by the commander. A commander may direct, pursuant to Rule for Courts-Martial (R.C.M.) 303, a criminal investigation into a complaint of PAC independent of any administrative investigation, and regardless of dismissal of a complaint. A commander will make every effort to investigate and resolve accepted complaints of prohibited activities and conduct, with the exception of sexual harassment complaints, within 30 calendar days after the date on which the investigation commences. Investigation timelines for sexual harassment are consistent with 10 U.S.C. § 1561 which mandates 14 days. There is no established timeline for investigations conducted under R.C.M. 303.

**STRATEGIC ELEMENT #6: Effective Hazing Prevention and Education Programs.** All Marine Corps personnel receive recurring standardized training that provides clear, easy-to-understand descriptions of PAC covered by MCO 5354.1E. Training is specific to rank, position, and responsibility.

**STRATEGIC ELEMENT #7: Accountability.** According to MCO 5354.1E, upon completion of all administrative adjudication of the investigation, commanders will appropriately document all substantiated incidents of PAC in the subject's Official Military Personnel File. Commanders are evaluated on their ability to set a command climate that is non-permissive of misconduct, to include: sexual assault, sexual harassment, harassment, hazing, discrimination, retaliation, extremist behaviors, and social media/internet misconduct. Additionally, reporting officials must comment on whether or not a commander, if required, has conducted the appropriate command climate assessment (CCA).

## Air Force

**STRATEGIC ELEMENT #1: Prevention Messaging.** The Air Force hosted a workplace harassment forum in December 2017 with participants from the government, academic, non-profit, and military sectors who shared their experiences and expertise with the Air Force and DoD. This was a critical first step to identifying evidence-based and actionable recommendations for drastically reducing/eliminating workplace harassment and creating healthy individuals, teams, and organizations. This forum is part of

the Air Force's initiative to establish and maintain strategic partnerships with academia, industry, and other government organizations to collaborate on solutions to further the interpersonal and self-directed violence primary prevention strategy through Integrated Product Teams.

The Air Force is also developing an Air Force Policy Directive and Instruction that will address definitions and implementation and assign responsibility related to resilience and the primary prevention of interpersonal and self-directed violence such as workplace harassment, sexual harassment, hazing, and bullying.

**STRATEGIC ELEMENT #2: Data Collection, Tracking and Analysis.** The Air Force EO professional uses its EO IT system (AF EONET) to process, track, and report on complaint trends. System updates for tracking and processing hazing and bullying complaints using similar forms are currently underway. The Air Force's designated office of primary responsibility maintains data on harassment complaints, including anonymous reports.

The Secretary of the Air Force Inspector General uses the Automated Case Tracking System (ACTS) to track, manage and report on all complaints received by AF IGs. Special Interest Categories for discrimination, sexual harassment, sexual assault, bullying, hazing, and reprisal are currently in ACTS, ensuring each complaint of harassment can be appropriately tracked and reported.

**STRATEGIC ELEMENT #3: Reporting Procedures.** When Airmen allege discriminatory harassment (i.e., hazing, bullying, reprisal (currently, reprisal falls within IG's area of responsibility unless there is a nexus to sexual harassment), and retaliation), installation EO personnel offer Airmen the option of filing an Informal MEO Complaint or a Formal MEO Complaint. As outlined in Air Force Instruction (AFI) 36-2706, "Equal Opportunity Program Military and Civilian," an Informal MEO complaint is handled by the Airman's commander whereas a formal MEO complaint is processed by the installation-level EO office. Concise timeframes guide the MEO complaint process and follow up with the Complainant and the chain of command are built into the complaint processing protocol.

**STRATEGIC ELEMENT #4: Victim Assistance and Advocacy Options.** Victim advocates deliver services and assist victims in navigating and understanding the system. The responsibilities of an advocate include providing: crisis intervention, referrals, ongoing nonclinical support, and information on available options and resources to assist in making informed decisions. Victim advocates may accompany victims to medical, investigative, legal, and court proceedings with permission.

**STRATEGIC ELEMENT #5: Timely Investigations.** Currently, allegations involving hazing or bullying are referred to commanders for action unless a Service member ties a hazing or bullying behavior to a discriminatory basis such as race, color, religion, sex (including gender identity), national origin, or sexual orientation.

Effective February 2019; hazing or bullying cases will fall under the auspices of EO professionals. When Airmen allege discriminatory harassment, installation EO personnel will offer Airmen the option between filing an Informal MEO Complaint or a Formal MEO Complaint. EO Personnel will utilize the

existing MEO formal complaint clarification processing procedures and timeframes as the same methodology to process hazing and bullying allegations.

The timeframe for MEO Formal Complaints is 20 duty days which is more expedient compared to the timeframes outlined in DoDI 1020.03. Equal Opportunity Instruction 37-2706, is currently under revision and new guidance regarding the processing and resolution of complaints of hazing and bullying is being added.

**STRATEGIC ELEMENT #6: Effective Hazing Prevention and Education Programs.** The Air Force adapted evidence-based training for the primary prevention of interpersonal and self-directed violence that focuses on providing Airmen foundational understanding and skills for effective bystander intervention and culture change across the spectrum of the forms of violence. This training is currently a part of the Total Force annual training—with the long-term goal of being one of multiple fronts in maintaining and sustaining culture change. This is accomplished by ensuring Airmen at all accession sources receive foundational bystander intervention training and that the Total Force receives booster training as determined by their local Community Action Boards and Community Action Teams. Bystander intervention and other evidence-based training will be part of the pending Air Force Instruction that will address and assign responsibility related to resilience and the primary prevention of interpersonal and self-directed violence.

Air Force conducts training on race, color, religion, sex (including gender identity), national origin, sexual harassment, or sexual orientation on various levels through First Duty Station training, Newcomers Orientation training, Basic Military Training, various levels of Professional Military Education, and commander's calls. Additionally, when requested by commanders, Sexual Harassment Education and Training is available.

**STRATEGIC ELEMENT #7: Accountability.** AFI 36-2706 requires leaders at all levels to be held appropriately accountable for fostering a climate of inclusion within their organizations that supports diversity, is free from harassment, and does not tolerate retaliation for reporting harassment allegations.

## **VII. Hazing Prevention Efforts and Accomplishments**

### **FY 2018 OUSD(P&R) Efforts and Accomplishments**

#### **Efforts**

**Mandatory Unit Command Climate Assessment Surveys.** The Department mandates unit Commanders to conduct CCA surveys within 120 days of assuming command, and annually thereafter. Commanders use the results to evaluate the climate, to include hazing behaviors, within their commands. The surveys also provide an opportunity for Service members to express their opinions regarding the manner and extent to which their leaders respond to allegations of hazing and other problematic behaviors. Results of the climate assessments conducted during the covered time period are sent to the Commander's superior officer.



**Tracking and Reporting.** In addition to the above assessments, ODEI collaborates with the Military Services as part of an on-going process to improve the standardization of common data elements for consistent tracking and reporting of data to DoD. The intent is to identify trends, inform prevention and response efforts, and complement the current comprehensive tracking and reporting data warehouse used to aggregate and display across the Military Services.

**Monitoring the Effectiveness of Hazing Policies.** The Military Departments' senior leaders are responsible for monitoring the effectiveness of their hazing prevention and response policies. Annual reports on the number of hazing incidents and best practices are reported to OUSD(P&R) annually to review and update policies and programs accordingly.

**DoD Standardized Data Collection and Analysis Tool.** DoD is testing and evaluating a data warehouse to process and display problematic behaviors (hazing, bullying, and sexual harassment) at a Military Service and aggregate level across the Department. DoD is in the process of identifying and evaluating various input tools to select the best possible solution for future implementation DoD-wide. A singular problematic behavior input tool will support data standardization, and will feed the data into a data warehouse for reporting and analysis. Pending employment of a DoD-wide tool, through lessons learned from data processing for the most recent reporting period, the data collection template will be improved for the next reporting cycle.

### **Accomplishments**

**DoD Policy on Preventing and Responding to Incidents of Harassment in the Armed Forces.** The Department's efforts to reinforce a zero-tolerance climate for misconduct related to hazing, bullying, sexual harassment, and other problematic behaviors continued during this reporting period, and resulted in the development of DoDI 1020.03, "Harassment Prevention and Response in the Armed Forces," issued on February 8, 2018. The policy identifies hazing, bullying, and sexual harassment as forms of harassment. It establishes a comprehensive, DoD-wide harassment prevention and response program for Service members, and makes it clear that harassment will not be tolerated and that those who participate will be swiftly dealt with, as appropriate.

In addition, the policy updates harassment prevention and response protocols for Service members; procedures and requirements for reporting complaints of harassment, including anonymous complaints; procedures for responding to, processing, resolving, tracking, and reporting complaints; minimum data required for standardized collection and maintenance; and training and education requirements and standards.

**Defense Equal Opportunity Reform Group (DEORG).** To address outstanding policy issues, DoD established and convened the DEORG to act as the governing body to oversee the Military Services' DoDI 1020.03 policy implementation process, identify policy gaps in EO and related programs, and provide recommendations for bridging those gaps.

**DoD Hazing Prevention and Response Training for Leaders.** In FY 2016, DEOMI piloted online hazing prevention training modules, which includes standardized learning objectives for the Military

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Departments, using the assessment results from the 2016 DEOMI Organizational Climate Survey (DEOCS). The training clarifies the differences between hazing behaviors and other types of sanctioned activities that might occur in the Military, such as rigorous training, as well as how hazing differs from other types of abuse that can occur, such as bullying. In FY 2018, DEOMI completed the pilot program. The Hazing Prevention and Response Training for Leaders training modules will be fully implemented in July 2019.

**DoD Standardized Data Collection and Analysis Tool.** DoD selected the Force Risk Reduction (FR2) data warehouse system as the current DoD tool to standardize data analysis, tracking, and reporting across all Military Departments. As a result, FR2 applications were expanded to include sexual harassment, hazing, and bullying data. Through lessons learned from data processing for the most recent reporting period, the data collection template will be improved for the next reporting cycle. DoD is exploring the use of FR2 system capabilities to include other problematic behavior.

### Military Services Hazing Prevention and Response Efforts and Accomplishments

#### Army

##### Efforts

**Command Climate Assessment Surveys.** The Army uses CCA surveys and DEOCS rollups to assess perceptions of organizational effectiveness, EO, equal employment opportunity, fair treatment, and potential indicators of problematic behaviors.

**Hazing Tracking Databases.** The Army uses three databases from the EO Program, the IG, and the CID to track hazing and bullying complaints. In addition, the Army is working on a reporting system that will standardize data collection and tracking, improve reporting accuracy, and identify repeat offenders and organizations.

##### Accomplishments

**New Trust-Based Skill.** In 2017, the Army Resiliency Directorate developed a trust-based skill called “Engage.” Engage is designed to emphasize Soldiers’ and leaders’ obligation to engage in any situation where someone needs help, including hazing. Through this engagement, Soldiers and leaders can change the trajectory or outcome of a situation and foster a culture of trust.

**Army Leader’s Guide.** The Army published a “Leaders’ Guide for Building Personal Readiness and Resilience,” which presents a vision of an Army built on a “Culture of Trust,” with Soldiers building strength and confidence in their leaders and one another through proactive application of principles, practices, and qualities. The guide provides leaders with a host of risk factors, warning signs, and resources to recognize early indicators of hazing and bullying, and address any issues to maintain the highest levels of unit and individual readiness.

**“Not in My Squad” Campaign.** The Army launched the NIMS in 2015. The purpose of the campaign is to demonstrate the SMA’s commitment to professionalism from the squad level up. The campaign served to reinforce the Army’s commitment to eradicating hazing, bullying and sexual harassment. NIMS empowers first-line leaders to take responsibility for their units by creating positive, healthy command climates and addressing issues at the lowest level.

## Navy

### Efforts (Includes Marine Corps)

**Command Resilience Team (CRT) and Command Climate Assessments.** The establishment of a CRT allows commanders to better understand factors impacting command personnel. CRTs are designed to provide the commander with information and insight into concerns of command personnel in order to implement positive measures to promote well-being and resilience. The CRT leverages the CCA process to focus on the “health” and organizational effectiveness of the command’s climate. If hazing is identified as an area of concern within a unit from perceptions on the DEOCS, the CRT leverages resources from DEOMI’s “Assessment to Solutions” website to provide prevention strategies and training to the unit.

**Top-Down Leadership.** Top-down leadership sets the tone in each command for supervisory personnel to follow. If a Sailor or Marine is not being treated with dignity and respect, they are encouraged to speak to their Command Managed Equal Opportunity (CMEO) Program Manager or Command Climate Specialist (CCS). The CMEO program manager and CCS are also delineated on the Plan of the Week which is published for command-wide distribution.

**Full Speed Ahead.** In FY 2018, the Navy implemented Full Speed Ahead (FSA) 2.0 Got Your Six. This Fleet-wide training builds upon FY 2017 FSA training. The FSA FY2018 training emphasizes social media misconduct and encourages all Sailors to take responsibility for their contributions to Navy culture and commit to themselves and each other.

**Policy Enhancements.** The Navy is currently revising OPNAVINST 5300.13, Navy Sexual Harassment Prevention and Response Program Manual, to align with DoDI 1020.03, “Harassment Prevention and Response in the Armed Forces.” This policy revision will define harassment to include discriminatory harassment, sexual harassment, hazing and bullying.

**Tracking and Reporting.** The NAVPERS 5354/2, Navy Equal Opportunity and sexual harassment report form is currently utilized to intake reports of discriminatory harassment, sexual harassment, and discrimination. The form will be revised to include fields for reports of hazing and bullying. This will ensure standardization in the way in which commands are engaging and responding to allegations of both hazing and bullying. The Navy’s efforts to track and encourage reporting, including reporting anonymously, include:

- The Navy reports and tracks alleged incidents of hazing and bullying via OPREPs. Hazing and bullying are reported to the CNO biannually via the Health of the Force report. The report is also provided to all subordinate commanders biannually. SECNAVINST 5370.7D, “Military

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Whistleblower Protection,” outlines that Service members shall be free to make a protected communication to a member of Congress; IG; or a member of a DoD audit, inspection, investigation, or law enforcement organization.

- Anonymous reporting can be made through the CO’s suggestion box, the Navy Sexual Harassment and Equal Opportunity advice line, or Navy IG.

### **Accomplishments**

**The Command Leadership TRIAD.** Navy leadership (CO/XO/CMC) has awareness on command-wide ceremonies. Ceremonies and events that take place in the life of the command are discussed at XO-led Planning Board for Training. These events have a command instruction, which provides guidance and details the event that is taking place from start to finish.

### **Marine Corps**

#### **Accomplishments**

In March 2018, the Marine Corps published MCO 5354.1E, “Marine Corps Prohibited Activities and Conduct Policy (PAC) Prevention and Response Policy.” This Order updates, consolidates, and aligns existing policy prohibiting harassment (to include sexual harassment), unlawful discrimination, abuse (hazing, bullying, ostracism, retaliation, wrongful distribution or broadcasting of intimate images), and certain dissident and protest activities (to include supremacist activity). Collectively, these behaviors will be referred to as “prohibited activities and conduct” or “PAC” within the Marine Corps.

The Order reaffirms the Marine Corps’ commitment to maintaining a culture of dignity, respect and trust, in which all members of the organization are afforded EO to achieve their full potential based solely upon individual merit, ability, intellect and fitness.

The Order addresses training and education, support for victims, and tightens accountability; violation of the Order may result in punitive action (Article 92 of the Uniform Code of Military Justice). Commanders are responsible for coordinating with their Staff Judge Advocates and EOAs to implement this policy.

The Marine Corps also established the Equal Opportunity Hotline and collaborated with the Naval Criminal Investigation Service to use their tip line to afford Marines and Sailors an avenue of anonymous reporting.

Accomplishments also include:

- Modified initial incident reporting timelines for commanders to assess and report prohibited activities and conduct complaints.
- Clarified the DoD requirement to report all allegations of harassment.
- Clarified the use of duty and calendar days for specific timelines throughout the Order.

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- Added definitions to the glossary.
- Added Informal Resolution as a means to resolve interpersonal conflicts at the lowest appropriate level.

### Air Force

#### Efforts

**The Air Force Sexual Communication and Consent Project.** This will provide Basic Military Trainees with tailored prevention interventions that include a focus on preventing hazing and bullying as forms of sexual assault. A feasibility study for this tablet-based initiative was conducted in 2018, and will scale up to all trainees in 2019.

#### Accomplishments

**Implementation of a Bystander Intervention Program.** The Air Force continued its use of its evidence-based bystander intervention program “Green Dot” to decrease interpersonal violence across the Service. Green Dot training is designed to give Airmen and their leaders the skills they need to make a difference in preventing and reducing power-based interpersonal violence, which includes sexual violence, domestic violence, dating violence, stalking, hazing, and bullying. The “Green Dot” program invited all Airmen, as well as DoD employees, to make preventing hazing and other problematic behavior a priority and to find solutions that decrease episodes of violence.

## VIII. Methodology for Data Collection, Processing and Analysis

The Military Services provided FY 2018 hazing data from complaints reported between October 1, 2017 and September 30, 2018 in accordance with the DoD Hazing Data Collection Template.

The 2017 Hazing Prevention and Response in the Armed Force Report included data from April 26, 2016 through September 30, 2017 (approximately 17 months), in which 415 total complaints were reported by the Military Services. Of those 415 hazing complaints, 299 were from the 12-month FY 2017 period. In order to provide a comparison of FY hazing data between FY 2017 and FY 2018, this report includes a breakout of FY 2017 complaints. The FY 2017 data is used as a general baseline/point of reference to compare findings from FY 2018 information when such comparison is feasible and valid.

For each hazing complaint, the Data Collection Template requested both quantitative and qualitative (narrative) information about the complaint and the involved complainants and alleged offenders. The data received was reviewed for accuracy, and conformed when necessary to standardize the information across the Military Departments for aggregation. The data was processed and aggregated at three levels: by complaint, alleged offender(s), and complainant(s).

As part of this process, the narratives were reviewed to ensure the integrity of the quantitative data provided. Quantitative fields were compared to ensure internal consistency. Questions about data structure and content were sent to the Military Services, noting any changes required to achieve standardized, valid data within and across DoD. Updates to submitted data were made only with

approval from the Military Service.

In general, comparison of only two FYs of data sets is not enough to establish a trend over time. Continued data collection and analysis will be required to establish trends over time.

## **OPERATIONAL DEFINITIONS**

Definitions for terms used in this report are provided below.

Complaint – A report of alleged hazing behavior by at least one complainant (who may or may not be anonymous) against at least one alleged offender who engaged in at least one instance of the problematic behavior. Note, the Navy had one complaint without a complainant that falls outside of this definition. If the same alleged offender(s) and complainant(s) were involved in multiple hazing instances, in general, the complaint was only counted once.

Complainant – A Service member who submits an allegation of hazing.

Substantiated complaint – A complaint in which at least one complaint against one of the alleged offenders in the complaint was substantiated. Note that it is possible for a complaint to have multiple alleged offenders involved, and all alleged offenders may not necessarily be substantiated.

Unsubstantiated complaint – A complaint in which all of the complaints against all alleged offenders were found to be unsubstantiated.

Pending complaint – A complaint in which none of the complaints against any of the alleged offenders are substantiated and at least one complaint against any of the alleged offenders is still pending a finding of investigation.

Dismissed / Inconclusive complaint – A complaint in which there was insufficient information to pursue an investigation. Note that this was a new value for the “disposition” field on the FY 2017 Data Collection Template and is not yet used consistently across Military Departments.

Anonymous complaint – Complaint received by a CO or supervisor, regardless of the means of transmission, from an unknown or unidentified source, alleging harassment. The individual is not required to divulge any personally identifiable information.

Substantiated offender – An alleged offender confirmed as an offender for their role in a hazing complaint based on the investigation findings.

Repeat offender – An alleged offender or substantiated offender who has been substantiated for a prior problematic behavior complaint.

Unknown – Term used for the purposes of this report to describe any missing information that was not included in the data received from the Military Services. This term primarily refers to data reported by the Military Services as unknown because the data is not collected or because it did not become available through the course of the investigation.



## IX. DoD Hazing Data Analysis Summary

### Disposition of Hazing Complaints

In FY 2018, the Military Services reported 291 complaints of hazing, compared to 299 reported complaints in FY 2017 representing a 2.7 percent decrease. Of the 291 complaints received, 35.1 percent (n=102) of the complaints were substantiated, compared to 45.5 percent of the complaints (n=136) in FY 2017, representing a 25.0 percent decrease.

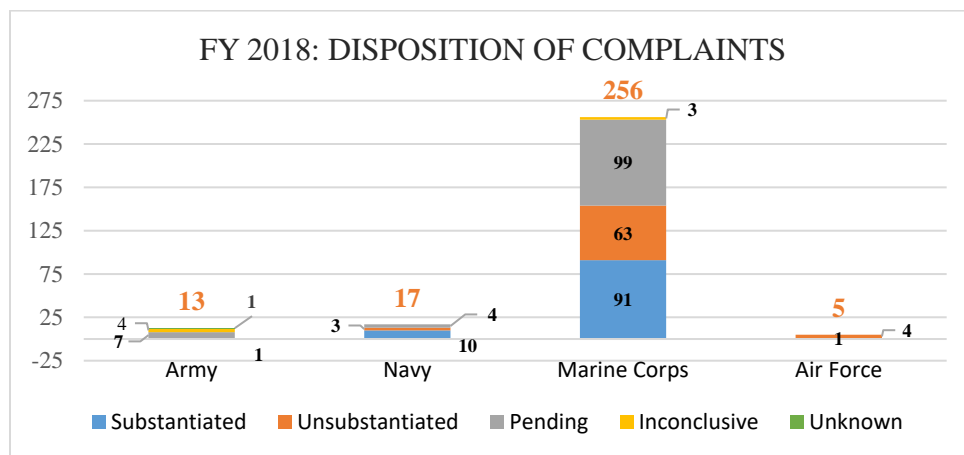
The Army did not report any substantiated hazing complaints in FY 2018, the Air Force reported one (1.0 percent), and the Navy data contributed 10 (9.8 percent) of the substantiated complaints. The Marine Corps reported 91 of the 102 substantiated complaints (89.2 percent).

**Figure 1. Percentage Change in Disposition of Hazing Complaints by Military Service**

Military Service	Total			Substantiated			Unsubstantiated			Pending			Inconclusive/Dismissed/Unknown		
	FY2017	FY2018	% Change	FY2017	FY2018	% Change	FY2017	FY2018	% Change	FY2017	FY2018	% Change	FY2017	FY2018	% Change
Army	34	13	-61.8%	12	0	-100.0%	12	1	-91.7%	10	7	-30.0%	0	5	Undefined
Marine Corps	233	256	9.9%	109	91	-16.5%	98	63	-35.7%	26	99	280.8%	0	3	Undefined
Navy	20	17	-15.0%	13	10	-23.1%	5	3	-40.0%	2	4	100.0%	0	0	N/A
Air Force	12	5	-58.3%	2	1	-50.0%	6	4	-33.3%	1	0	-100.0%	3	0	-100.0%
<b>TOTAL</b>	<b>299</b>	<b>291</b>	<b>-2.7%</b>	<b>136</b>	<b>102</b>	<b>-25.0%</b>	<b>121</b>	<b>71</b>	<b>-41.3%</b>	<b>39</b>	<b>110</b>	<b>182.1%</b>	<b>3</b>	<b>8</b>	<b>166.7%</b>

The disposition of the 291 FY 2018 complaints is as follows:

- Substantiated: 35.1 percent (n=102)
- Unsubstantiated: 24.4 percent (n=71)
- Pending: 37.8 percent (n=110)
- Inconclusive/Dismissed/Unknown: 2.7 percent (n=8)

**Figure 2. Disposition of Hazing Complaints by Military Service**

The majority of complainants and offenders were enlisted Service members of the active component. Approximately 81 percent of offenders were pay grades E3, E4, or E5 and approximately 84 percent of complainants were pay grades E2 to E3.

Slightly more than half of substantiated offenders received more than one corrective or disciplinary action. Regardless of the number of corrective or disciplinary actions received, the most common corrective or disciplinary actions administered were non-judicial punishments (NJP), including reduction in grade, restriction, forfeiture of pay, and/or extra duty. Administrative actions, specifically letters of reprimand, were also common.

### **Complainant Characteristics**

There were 159 complainants associated with the 102 substantiated incidents. Approximately 98 percent of the complainants were enlisted (n=156), with three having unknown paygrades. In all substantiated complaints for which gender and pay grade were reported, most of the 156 complainants were male (n=148; 94.8 percent). The largest single grouping of complainants by both gender and pay grade was men in pay grades E1- E4 (n=144; 92.3 percent). The 159 complainants by grade are as follows:

- E1-E4 (n=152; 95.6 percent)
- E5-E6 (n=4; 2.5 percent)
- Unknown pay grade (n=3; 1.9 percent)
- There were no complainants in any of the other pay grades

### **Nature of Substantiated Complaints**

Substantiated complaints may involve multiple allegations of hazing behavior. A total of 137 types of allegations were reported for the 102 substantiated hazing complaints. The most frequently reported allegations involved physical contact (n=76; 74.5 percent of substantiated complaints). The remaining

hazing behaviors reported consisted of verbal (n=43; 42.2 percent), non-verbal (n=10; 9.8 percent), psychological (n=6; 5.9 percent) and written (n=2; 2.0 percent).

### **Offender Characteristics for Substantiated Complaints**

There were 197 substantiated offenders within the 102 substantiated complaints. Enlisted men (n=187; 94.9 percent) represent the largest grouping of offenders. Seventy-four percent of all identified offenders were in pay grades E1-E4 (n=146), of which 97.9 percent (n=143) were male. Male commissioned officers represent 1.0 percent (n=2) of all offenders. The 197 offenders for DoD included:

- E1-E4 (n=146; 74.1 percent)
- E5-E6 (n=43; 21.8 percent)
- E7-E9 (n=6; 3.0 percent)
- O1-O3 (n=2; 1.0 percent)

## **X. Analysis of Hazing Complaints by Military Service**

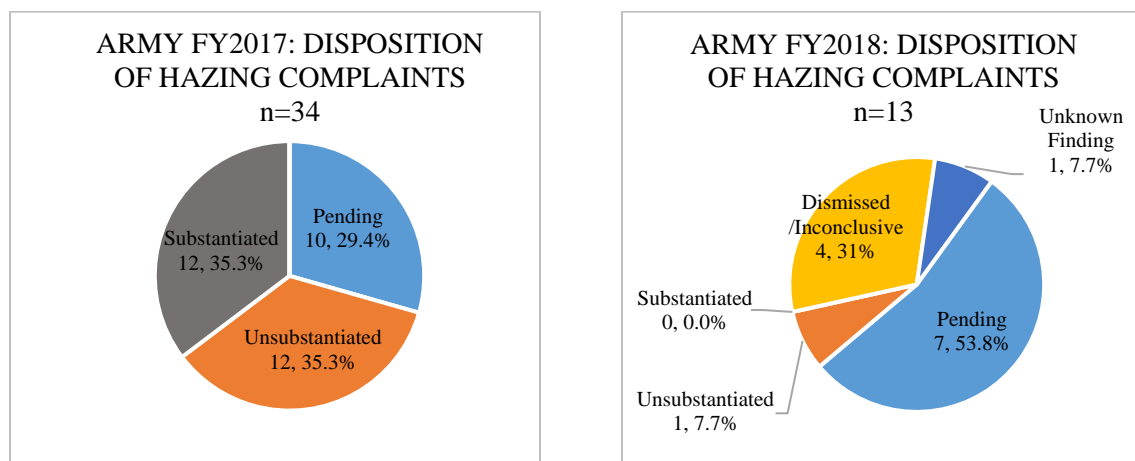
### **Army**

#### **Disposition of Hazing Complaints**

The Army received 13 hazing complaints during FY 2018. At the close of the reporting period, none of the complaints were substantiated, one complaint (7.7 percent) was unsubstantiated, and four complaints (30.8 percent) were dismissed or found inconclusive for not containing enough information to investigate and the disposition for one complaint (7.7 percent) was unknown. Seven complaints (53.8 percent) remained open and pending resolution at the close of FY 2018.

From FY 2017 to FY 2018, there was a 61.8 percent decrease in hazing incidents reported in the Army, see Figure 3 below.

**Figure 3. Army FY 2017 and FY 2018: Disposition of Hazing Complaints**



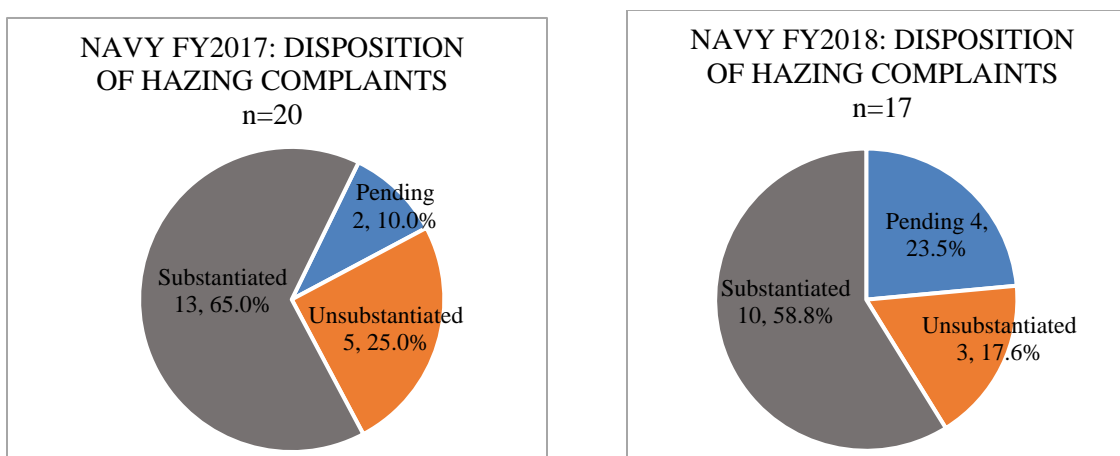
## Navy

### Disposition of Hazing Complaint

The Navy received 17 hazing complaints during FY 2018. Of the 17 complaints, 10 (58.8 percent) were substantiated, 3 (17.6 percent) were unsubstantiated, and 4 (23.5 percent) remained open and pending resolution at the close of the FY.

From FY 2017 to FY 2018, the overall number of hazing complaints in the Navy decreased by 15.0 percent, see Figure 4 below.

**Figure 4. Navy FY 2017 and FY 2018: Disposition of Hazing Complaints**



### Complainant Characteristics for Substantiated Complaints

#### *Age, Gender, and Pay Grade*

In FY 2018, there were 10 substantiated complaints involving 12 complainants. All of the complainants were aged 18 to 22, except for one complainant whose age was unknown. There was one female complainant (8.3 percent) in pay grade E1-E4. The largest single grouping of complainants by both gender and pay grade was men in pay grades E1- E4 (n=9; 75.0 percent). The remaining two (16.7 percent) male complainants were in pay grades E5-E6.

#### *Race, Ethnicity, and Religion*

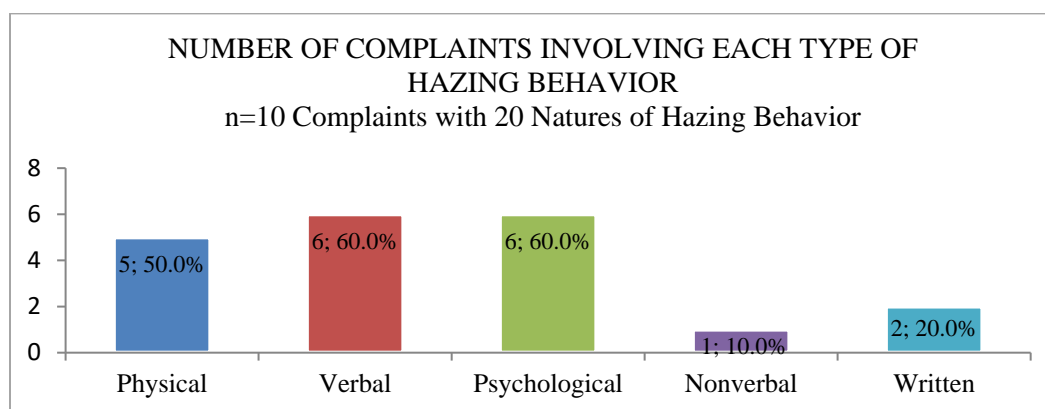
All but one complainant was white (n=11; 91.7 percent), the other was black (n=1; 8.3 percent). Hispanic ethnicity was reported as unknown for all complainants.

Regarding religion, two (16.7 percent) were reported as Christian, one (8.3 percent) was not associated with any religion, and the rest were reported as unknown (n= 9; 75.0 percent).

### **Nature of Substantiated Complaints**

When examining each type of hazing behavior, there were a total of 20 types of natures of incident(s) reported for the 10 substantiated complaints. Seventy percent (7 of 10) of complaints involved a combination of two or three types of hazing behavior. Four of the 10 complaints reported in FY 2018 involved electronic communication and none involved social media. Figure 5 provides an illustration of the breakdown of the 20 nature of allegations for the 10 substantiated complaints.

**Figure 5. Navy FY 2018: Nature of Hazing Behavior in Substantiated Complaints**



Note: One complaint may involve more than one nature of hazing behavior. The count reflects the occurrence of each type of behavior (numerator), with the number of complaints (n=10) as the denominator to calculate the percent of complaints involving each type of behavior.

### **Offender Characteristics for Substantiated Complaints**

#### ***Age, Gender, and Pay Grade***

In FY 2018, a total of 19 offenders were reported in substantiated complaints for engaging in hazing behavior within the 10 substantiated complaints. The majority of the substantiated offenders were aged 18-25 (n=11; 57.9 percent), with 21.1 percent (n=4) aged 26-35, 5.3 percent (n=1) aged 36-45, 5.3 percent (n=1) aged 46-55, and 10.5 percent (n=2) unknown.

Of the 19 offenders, almost all were male (n=18; 94.7 percent). One offender was female (n=1; 5.3 percent). The largest single grouping of complainants by both gender and pay grade was males in pay grades E1- E4 (n=8; 42.1 percent) followed by males in pay grades E5-E6 (n=7; 36.8 percent).

Offenders of substantiated hazing incidents by grade:

- E1-E4 (n=9; 47.4 percent)
- E5-E6 (n=7; 38.9 percent)

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- E7-E9 (n=2; 11.1 percent)
- O1-O3 (n=1; 5.3 percent)

Of the 24 offender-complainant relationships, the majority occurred in same gender relationships:

- Same Gender Relationship (n=22, 91.7 percent)
  - Male Offender, Male Complainant (n=21; 87.5 percent)
  - Female Offender, Female Complainant (n=1; 4.2 percent)
- Different Gender Relationship (n=2; 8.3 percent)
  - Male Offender, Female Complainant (n=1; 4.2 percent)
  - Female Offender, Male Complainant (n=1; 4.2 percent)

### ***Race, Ethnicity, and Religion***

Hispanic ethnicity was primarily unknown (n=14; 73.7 percent). Of the 19 offenders, 9 were white (47.4 percent), 8 were black (42.1 percent) with 5 blacks identified as non-Hispanic (20.8 percent of total), and the race/ethnicity for the remaining two were unknown (8.3 percent).

Regarding religion, 31.6 percent (n=6) were reported as Christian, three (15.9 percent) were not associated with any religion, one of “other” religion (5.3 percent), and the remaining (n=9; 47.4 percent) reported as unknown.

### **Duty Status and Working Relationship for Substantiated Complaints**

The majority of the 19 offenders (n=15, 78.9 percent) were only on-duty when engaging in hazing behavior. Another 10.5 percent (n=2) were both on and off-duty, and 10.5 percent (n=2) were reported to be only off-duty. Almost all offenders were Active Component (n=17; 89.5 percent). Two male offenders were reported from the Reserve Component (n=2; 10.5 percent).

The substantiated complaints included 24 offender-complainant relationships and 1 with no relationship. The number of offender-complainant relationships is more than the number of offenders because of the many relationships between multiple offenders and multiple complainants. The offender’s relationship to the complainant was reported as follows:

- Military co-worker (n=16; 66.7 percent)
- Military person of a higher rank not in the chain of command (n=5; 20.8 percent)
- Unknown (n=2; 8.3 percent)
- Military chain of command (n=1; 4.2 percent)

### **Disciplinary Actions Administered for Substantiated Complaints**

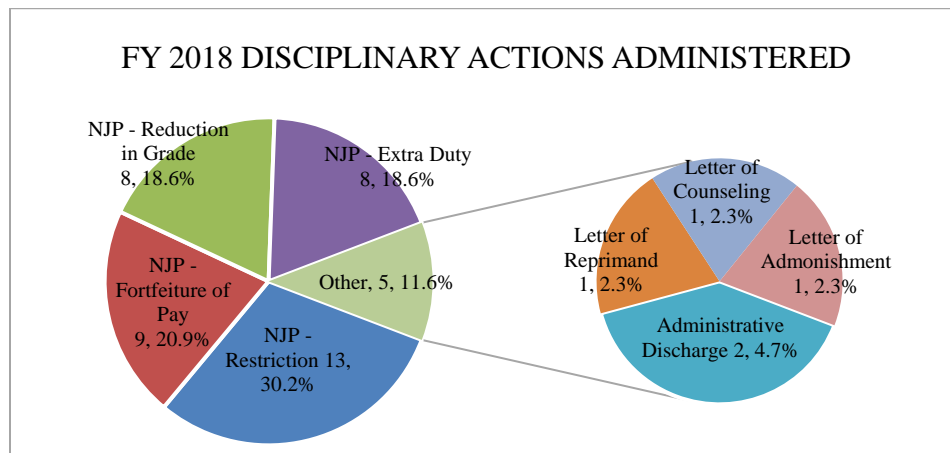
During FY 2018, 16 of the 19 offenders (84.2 percent) received 43 disciplinary actions, while disciplinary actions were pending for three offenders. Overall, 81.3 percent of offenders received at least one NJP, while five (11.6 percent) received at least one administrative action. Three of the 16



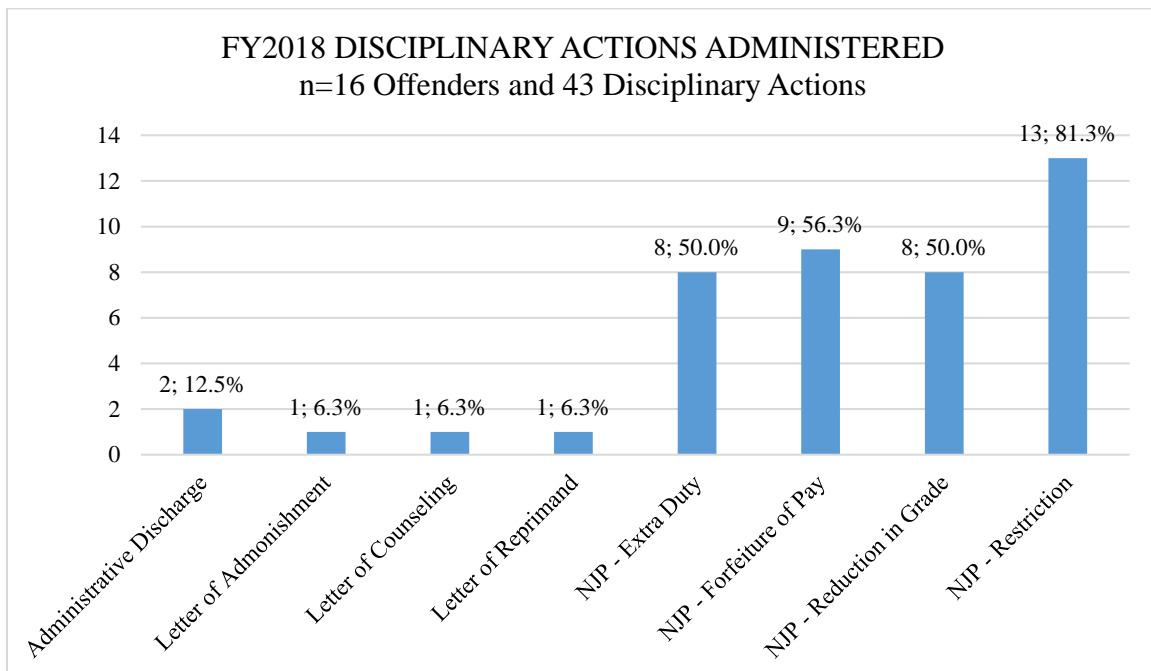
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offenders (18.8 percent) received only one corrective active, an administrative action such as letter of reprimand, letter of admonishment, or letter of counseling. Eleven of the 16 offenders received more than one disciplinary action as a result of NJP. Two offenders received NJP and an administrative discharge. The 43 disciplinary actions administered to the 16 offenders is as shown in Figure 6, with the percentage of disciplinary action by offender in Figure 7.

**Figure 6. Navy FY 2018: Disciplinary Actions Administered**



**Figure 7. Navy FY 2018: Percentage of Disciplinary Actions by Offender**



Note: One offender may receive more than one disciplinary action. The count reflects the occurrence of each type of disciplinary action (numerator), with the number of offenders receiving a disciplinary action (n=16) as the denominator to calculate the percent of disciplinary actions by offender.

### **Repeat Offenders for Substantiated Complaints**

Nine of the 19 offenders (47.3 percent) were first-time offenders. It was unknown whether the remaining 10 offenders (52.6 percent) were repeat offenders.

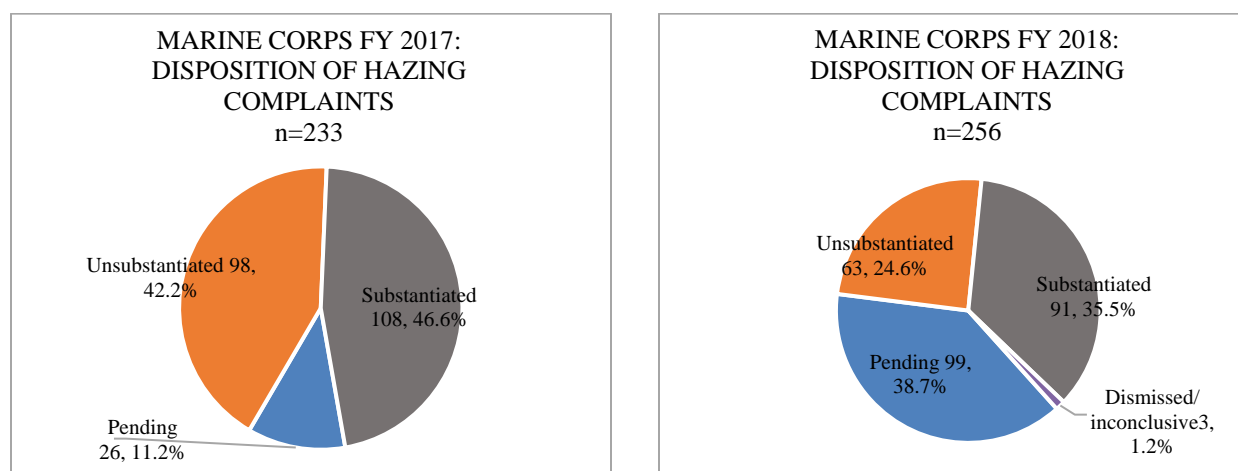
## **Marine Corps**

### **Disposition of Hazing Complaint**

The Marine Corps received 256 hazing complaints during FY 2018. Of the 256 complaints, 91 (35.5 percent) were substantiated, 63 (24.6 percent) were unsubstantiated, 3 (1.2 percent) were dismissed / inconclusive, and 99 (38.7 percent) remained open and pending resolution at the close of the FY.

Complaint reporting for the Marine Corps increased by approximately 10 percent in FY 2018, compared to 233 complaints reported in FY 2017, see Figure 7 below. The increase in complaints across FYs is indicative of the importance that the Marine Corps places on reporting hazing behavior and the consequences for substantiated offenders.

**Figure 8. Marine Corps FY 2017 and FY 2018: Disposition of Hazing Complaints**



### **Complainant Characteristics for Substantiated Complaints**

#### ***Age, Gender, and Pay Grade***

In FY 2018, there were 146 complainants associated with the 91 substantiated hazing complaints. Three of the complaints (3.3 percent) were initially made anonymously, and the complainant information remains unknown for one complainant. Most complainants were aged 18-25 (n=136; 93.2 percent), with 4.1 percent (n=6) reported to be 26-35, and 2.7 percent (n=4) of unknown age, including two anonymous complainants.

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The largest single grouping of complainants were males in pay grades E1-E4 (n=134; 91.8 percent), with two (1.4 percent) in pay grades E5-E6. Seven complainants (4.8 percent) were females in pay grades E1-E4. The pay grade for three (2.1 percent), including an anonymous complainant, was unknown:

- E1-E4 (n=141; 96.6 percent)
- E5-E6 (n=2; 1.4 percent)
- Unknown pay grade (n=3; 2.1 percent)

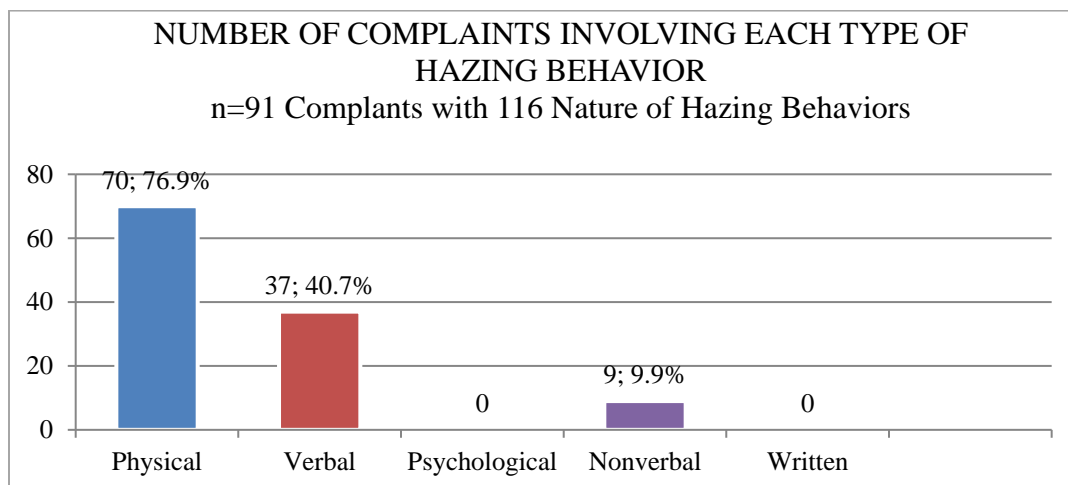
### ***Race, Ethnicity, and Religion***

In FY 2018, the majority of complainants were white (n=123; 84.2 percent), with nine blacks (6.2 percent), five Asians (3.4 percent), three Native Hawaiian or Other Pacific Islanders (2.1 percent), and one American Indian or Alaska Native (0.7 percent); 3.4 (n=5) of complainants had unknown race, including two anonymous complainants. The majority of complainants were non-Hispanic (n=118; 80.8 percent), with 15.8 percent (n=23) Hispanic [including 22 whites and 1 black]; 3.4 percent (n=5) of complainants had unknown Hispanic ethnicity, including two anonymous complainants.

The majority of FY 2018 complainants were Christian (n=87; 59.6 percent), with 34.9 percent (n=51) not associated with any religion. The remainder were reported as Jewish (n=1; 0.7 percent), “other” religion not listed (n=2; 1.4 percent), and unknown religion (n=5; 3.4 percent), including two anonymous complainants.

### **Nature of Substantiated Complaints**

When examining each type of hazing behavior, there were a total of 116 natures of incidents in the 91 substantiated FY 2018 complaints. The majority of the substantiated complaints involved physical contact (n=70; 76.9 percent). Verbal hazing made up 40.7 percent (n=37) of the complaints. Non-verbal hazing was least common, present in only nine substantiated complaints (9.9 percent). None of the substantiated complaints were reported to involve social media or electronic communication. Figure 9 illustrates the nature of hazing behavior(s) within each substantiated complaint.

**Figure 9. Marine Corps FY 2018: Nature of Hazing Behavior in Substantiated Complaints**

Note: One complaint may involve more than one nature of hazing behavior. The count reflects the occurrence of each type of behavior (numerator), with the number of complaints (n=91) as the denominator to calculate the percent of complaints involving each type of behavior.

### **Offender Characteristics for Substantiated Complaints**

#### ***Age, Gender, and Pay Grade***

In FY 2018, a total of 174 offenders were reported in substantiated complaints for engaging in hazing behavior within the 91 substantiated complaints. The majority of the complaints involved more than one substantiated offender (n=53; 58.2 percent), with up to 22 offenders in one complaint. The majority of the offenders were aged 18-25 (n=149; 85.6 percent), with 13.2 percent (n=23) reported to be 26-35, and 1.1 percent (n=2) aged 36-45.

Almost all the substantiated offenders were male (n=167; 96.0 percent). Seven of the 174 offenders (4.0 percent) were female. The largest single grouping of complainants by both gender and pay grade was males in pay grades E1-E4 (n=143; 82.2 percent). Offenders of hazing incidents by grade:

- E1-E4 (n=136; 78.2 percent)
- E5-E6 (n=34; 19.5 percent)
- E7-E9 (n=3; 1.7 percent)
- O1-O3 (n=1; 0.6 percent)

Of the 351 offender-complainant relationships, the majority occurred in same gender relationships:

- Same Gender Relationship (n=330, 94.0 percent):
  - Male Offender, Male Complainant (n=328; 93.4 percent)
  - Female Offender, Female Complainant (n=2; 0.6 percent)

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- Different Gender Relationship (n=16, 4.6 percent):
  - Male Offender, Female Complainant (n=10; 2.8 percent)
  - Female Offender, Male Complainant (n=6; 1.7 percent)
- Unknown Gender Relationship (n=5, 1.4 percent):
  - Female offender, Unknown complainant (n=2; 0.6 percent)
  - Male offender, Unknown complainant (n=3; 0.8 percent)

### ***Race, Ethnicity, and Religion***

Of the reported race and ethnicity for the 174 offenders, the majority of the 174 offenders were white (n=132; 75.8 percent) and 17.8 percent (n=31) were black. The rest were reported as Asian (n=6; 3.4 percent), American Indian or Alaska Native (n=2; 1.1 percent), Native Hawaiian or Other Pacific Islander (n=1; 0.6 percent), multi-racial (n=1; 0.6 percent), or unknown (n=1; 0.6 percent). The majority of offenders were non-Hispanic (n=135; 77.6 percent), with 20.1 percent (n=35) Hispanic [including 34 white and 1 black]; 2.3 percent (n=4) of offenders had unknown Hispanic ethnicity.

Regarding religion, the majority of offenders were Christian (n=118; 67.8 percent), with 28.7 percent (n=50) not associated with any religion. The remainder were reported as Islam (n=2; 1.1 percent), unknown religion (n=2; 1.1 percent), Buddhism (n=1; 0.6 percent), and “other” religions not listed (n=1; 0.6 percent).

### **Duty Status and Working Relationship for Substantiated Complaints**

All except one offender were on-duty (n=173; 99.4 percent) when engaging in hazing behavior; the one exception was off-duty at the time of the hazing (n=1; 0.6 percent). Twelve offenders were reported as deployed (6.9 percent), one on leave (n=1; 0.6 percent), and one on TDY (n=1; 0.6 percent) at the time of the hazing incident(s). The majority of offenders were Active Component (n=165; 94.8 percent), nine male offenders were reported from the Reserve Component (5.2 percent).

There were 351 offender-complainant relationships reported. This number is more than the number of offenders because it counts the many relationships that one offender can have with multiple complainants. The offender’s relationship to the complainant was primarily reported as the follows:

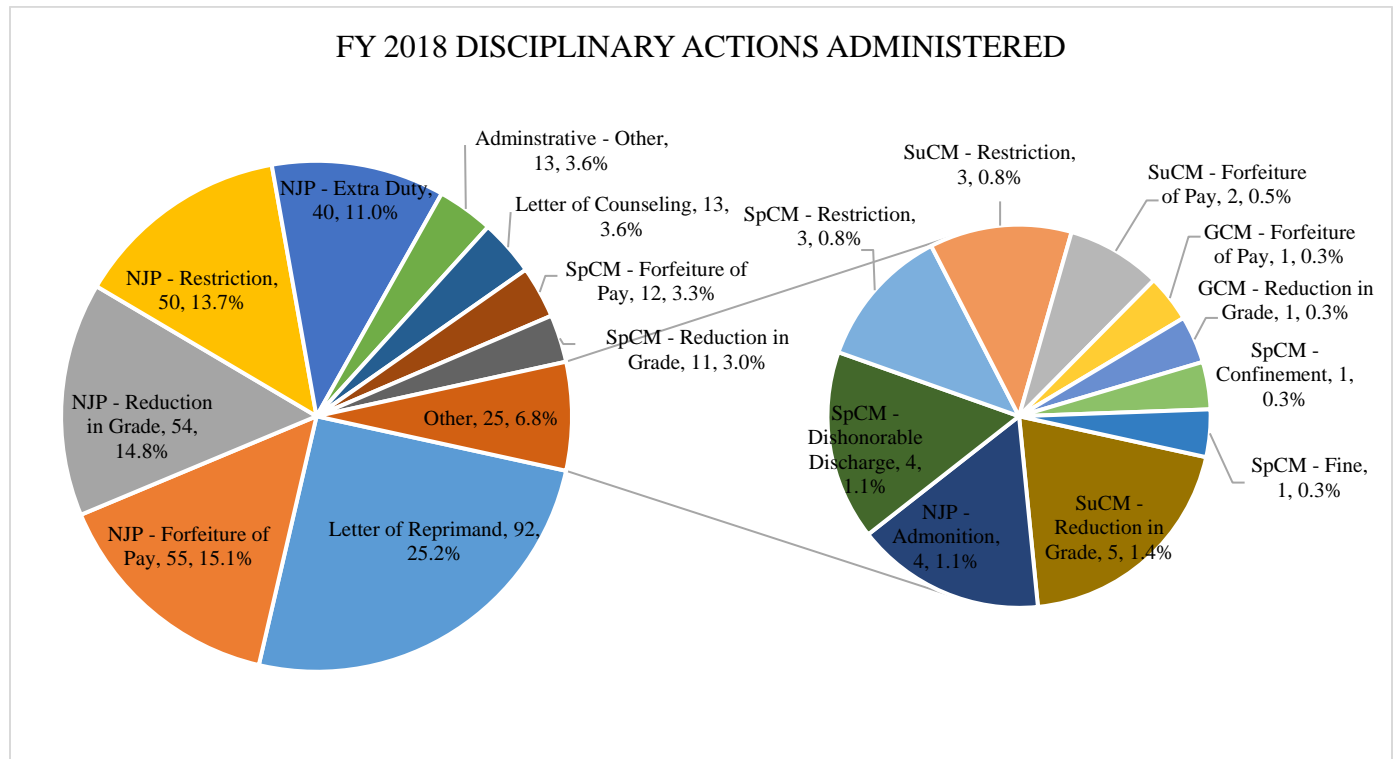
- Military coworker (n=156; 44.4 percent)
- Military chain of command (higher rank) (n=123; 35.0 percent)
- Military person of higher rank who was not in the chain of command (n=33; 9.4 percent)
- Unknown (n=39; 11.1 percent)

### **Disciplinary Actions Administered for Substantiated Complaints**

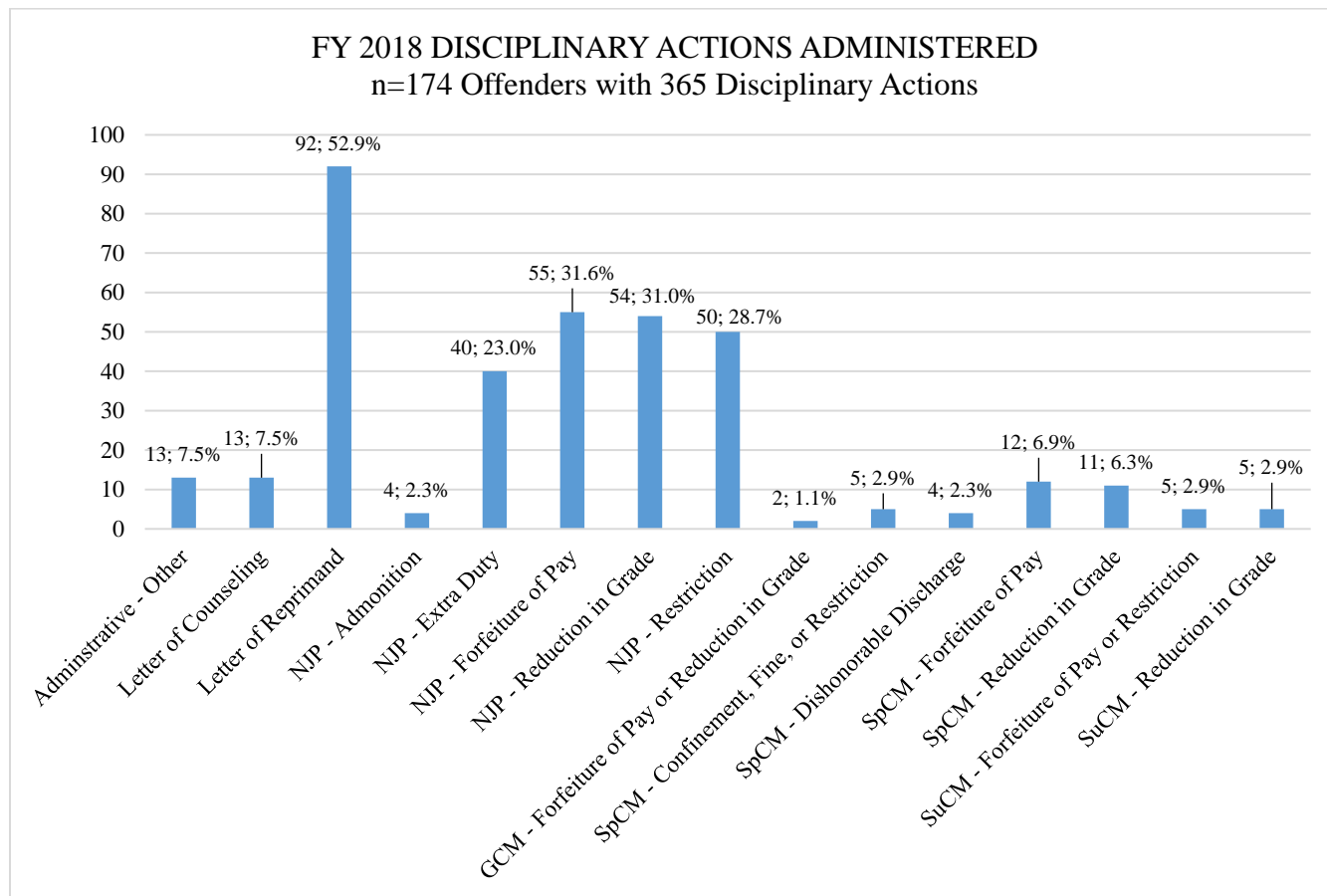
During FY 2018, the 174 offenders received a total of 365 disciplinary actions with no substantiated offender pending disciplinary action at the end of the FY. Forty-eight percent (n=84) of offenders received one disciplinary action, and 51.7 percent (n=90) of the offenders received more than one

disciplinary action. The majority of offenders received at least one administrative action (n=109; 62.6 percent). Forty percent (n=70) received at least one NJP. Seventeen offenders received disciplinary action as a result of Court Martials, primarily from Special Courts-Marital (n=11; 6.3 percent), with five from Summary Courts-Marital (2.9 percent) and one from General Courts-Marital (0.6 percent). Figure 10 illustrates the corrective actions by type, and Figure 11 breaks out the 365 corrective actions by the 174 offenders receiving discipline.

*Figure 10. Marine Corps FY 2018: Disciplinary Actions Administered*





**Figure 11. Marine Corps FY 2018 Percentage of Disciplinary Actions by Offender**

Note: One offender may receive more than one disciplinary action. The count reflects the occurrence of each type of disciplinary action (numerator), with the number of offenders receiving a disciplinary action (n=16) as the denominator to calculate the percent of disciplinary actions by offender.

### **Repeat Offenders for Substantiated Complaints**

Seven of the substantiated offenders (4.0 percent) had a prior substantiated problematic behavior offense and were reported as repeat offenders.

## **Air Force**

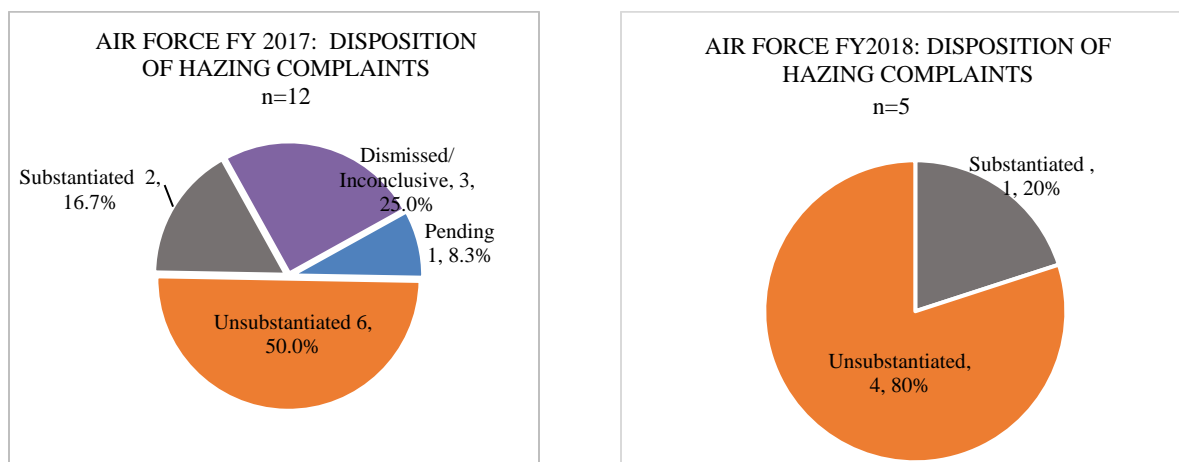
### **Disposition of Hazing Complaint**

In FY 2018, the Air Force reported five hazing complaints involving eight alleged offenders and five complainants. One complaint was substantiated and the remaining four complaints were unsubstantiated. Three of the four unsubstantiated complaints (75.0 percent) originated from an anonymous source.

In FY 2017, the Air Force reported two substantiated complaints, six unsubstantiated complaints, three dismissed / inconclusive complaints, and one pending complaint. From FY 2017 to FY 2018, substantiated complaints decreased by half, while unsubstantiated complaints decreased by 33.3 percent.

The one substantiated complaint involved four substantiated offenders and one complainant. The nature of hazing behavior involved physical contact. The incident occurred on a CONUS military installation between military co-workers while the offenders and complainant were off duty. All four offenders were enlisted non-Hispanic males ranging in age from 24 to 36. Three of the four were white and one was black. All four offenders received NJP punishment(s). Three of the four offenders received reduction in pay grade as well as forfeiture of pay, whereas one offender received reduction in pay grade only. The complainant was a 20-year-old enlisted non-Hispanic white male. From FY 2017 to FY 2018, there was a 58.3 percent decrease in hazing incidents reported in the Air Force, see Figure 12 below:

**Figure 12. Air Force FY 2017 and FY 2018: Disposition of Hazing Complaints**



## XI. Way Forward

The Department strives to fortify efforts to prevent and respond to incidents of hazing across the Armed Forces and continues to build on its efforts to promote an environment free from personal, social, or institutional barriers that prevent members of the DoD workforce from rising to the highest possible level of responsibilities commensurate with their abilities.

### Oversight Framework Enhancements

In line with efforts to cultivate greater leadership commitment, the Department endeavored to enhance oversight framework through DoDI 1020.03, which mandates that commanders and supervisors be held appropriately accountable for the impartial, timely, and responsive processing of harassment complaints. The instruction also provides procedures and mechanisms for ensuring victims receive adequate care and support.

## **Training and Education**

Understanding that the Secretaries of the Military Departments have ultimate responsibility for training, the Department continues to examine the efficacy of hazing prevention and response training. DoDI 1020.03 mandates the provision of DoD guidance on oversight, training, and mechanisms for reporting and responding to hazing incidents in the Armed Forces. The comprehensive policy provides guidance on harassment prevention and response, which includes related problematic behaviors such as sexual harassment, hazing, bullying, and retaliation. The policy also requires that harassment prevention and response training and education programs be established at all levels of professional military development from accession to the assumption of senior leader grade. Additionally, the policy delineates specific requirements that the Military Services include in their harassment prevention and response training and education programs.

## **Standardized Data Collection and Tracking**

DoDI 1020.03 mandates establishment of standardized DoD Component data reporting requirements for harassment complaints and information collection and tracking, including approval of automated data collection interface systems. Reporting requirements include an aggregation and assessment of the information and data provided by the Military Departments, information regarding DoD efforts to improve harassment prevention and response policies and procedures, and recommendations to strengthen harassment prevention and response efforts and initiatives.

Improved prevention and response policies, paired with more robust analysis of substantiated and unsubstantiated allegations at the Service-level, will provide further granularity on potential causes of problematic behaviors such as hazing. Additionally, further analysis will provide valuable insight that is critical to the effective and active monitoring of command and organizational climates. Continuous data collection, tracking, and analysis helps to better inform commanders and leaders at all levels, equipping them with more tools to increase leadership oversight and accountability.

## **DoDI 1020.03 Compliance**

While understanding that issuance of DoDI 1020.03 was a critical step in the right direction, the OUSD(P&R) also acknowledged more must be done. Subsequent to issuance of DoDI 1020.03, the Under Secretary of Defense for Personnel and Readiness directed the Secretaries of Military Department to provide a plan to implement DoDI 1020.03. The implementation plans include, at a minimum, actions and milestones to incorporate applicable requirements into Military Service-specific implementation instructions. As directed by OUSD(P&R), each Military Service submitted implementation plans in 2018. ODEI is currently conducting a full-scale assessment of the implementation plans to ensure compliance with DoDI 1020.03.

## Summary

Hazing undercuts the Department's efforts to create and maintain environments grounded in the highest levels of dignity and respect. In all we do, we strive to maintain the highest level of decorum – and to create and maintain an environment in which every member of the Department can serve without fear of hazing or other forms of misconduct. Incidents of hazing erode mission readiness, undermines the character of the Department, and will not be tolerated.

DoD encourages reporting, including anonymous reporting, of harassing behaviors and provides effective and compassionate support for individuals who report hazing, while holding offenders appropriately accountable. The actions described in this report demonstrate DoD's steadfast commitment to ensuring consistent implementation of anti-hazing policies as the Department strives to detect, prevent, deter, address and eliminate hazing across the Armed Forces.

The Department recognizes there is more to be done and continues to seek and incorporate improved methods for prevention of and response to prevent incidents of hazing across the Armed Forces.

## XII. FY 2018 DoD Hazing Summary Charts by DoD and Military Service

### A. TOTAL NUMBER OF FY 2018 HAZING COMPLAINTS

Service/Component	DoD	Army	Navy	Marine Corps	Air Force
<b>Total Complaints</b>	<b>291</b>	<b>13</b>	<b>17*</b>	<b>256</b>	<b>5</b>
Substantiated	102 (35.1%)	0 (0.0%)	10 (58.8%)	91 (35.5%)	1 (20.0%)
Unsubstantiated	71 (24.4%)	1 (7.7%)	3 (17.6%)	63 (24.6%)	4 (80.0%)
Pending	110 (37.8%)	7 (53.8%)	4 (23.5%)	99 (38.7%)	0 (0.0%)
Inconclusive	7 (2.4%)	4 (30.8%)	0 (0.0%)	3 (1.2%)	0 (0.0%)
Unknown	1 (0.3%)	1 (7.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

### B. NOTIFICATIONS TO CONVENING AUTHORITY IN FY 2018 SUBSTANTIATED COMPLAINTS

Service/Component	DoD	Army	Navy	Marine Corps	Air Force
<b>Total Substantiated Complaints</b>	<b>102*</b>	<b>0</b>	<b>10</b>	<b>91</b>	<b>1</b>
Within 3 duty days	79 (77.5%)	0 (0.0%)	9 (90.0%)	70 (76.9%)	0 (0.0%)
More than 3 duty days	1 (1.0%)	0 (0.0%)	0 (0.0%)	1 (1.1%)	0 (0.0%)
Unknown	22 (21.6%)	0 (0.0%)	1 (10.0%)	20 (22.0%)	1 (100.0%)

\*Percentages may not sum to 100 due to rounding.

### C. DUTY STATUS OF COMPLAINANTS ASSOCIATED WITH FY 2018 SUBSTANTIATED OFFENDERS

Service/Component	DoD	Army	Navy	Marine Corps	Air Force
<b>Total Complainants</b>	<b>159</b>	<b>0</b>	<b>12</b>	<b>146</b>	<b>1</b>
On-Duty (i.e., during duty hours)	152 (95.6%)	0 (0.0%)	7 (58.3%)	145 (99.3%)	0 (0.0%)
Off-Duty	3 (1.9%)	0 (0.0%)	2 (16.7%)	0 (0.0%)	1 (100.0%)
Both On- and Off-Duty	3 (1.9%)	0 (0.0%)	3 (25.0%)	0 (0.0)	0 (0.0%)
Unknown/Missing	1 (0.6%)	0 (0.0%)	0 (0.0%)	1 (0.7%)	0 (0.0%)

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<b>D. DUTY STATUS OF FY 2018 SUBSTANTIATED OFFENDERS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Total Substantiated Offenders</b>	<b>197</b>	<b>0</b>	<b>19*</b>	<b>174</b>	<b>4</b>
On-Duty (i.e., during duty hours)	188 (95.4%)	0 (0.0%)	15 (78.9%)	173 (99.4%)	0 (0.0%)
Off-Duty	7 (3.6%)	0 (0.0%)	2 (10.5%)	1 (0.6%)	4 (100.0%)
Both On- and Off-Duty	2 (1.0%)	0 (0.0%)	2 (10.5%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

<b>E. TOTAL NATURE OF ALLEGATIONS TYPES IN SUBSTANTIATED COMPLAINTS FOR FY 2018</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Total Substantiated Complaints</b>	<b>101</b>	<b>0</b>	<b>10</b>	<b>91</b>	<b>0</b>
<b>Total Types of Allegation(s) in Substantiated Cases</b>	<b>137*</b>	<b>0</b>	<b>20</b>	<b>116</b>	<b>1</b>
Substantiated Incidents of Physical Behavior	76 (55.5%)	0 (0.0%)	5 (25.0%)	70 (60.3%)	1 (100.0%)
Substantiated Incidents of Psychological Behavior	6 (4.4%)	0 (0.0%)	6 (30.0%)	0 (0.0%)	0 (0.0%)
Substantiated Incidents of Written Behavior	2 (1.5%)	0 (0.0%)	2 (10.0%)	0 (0.0%)	0 (0.0%)
Substantiated Incidents of Verbal Behavior	43 (31.4%)	0 (0.0%)	6 (30.0%)	37 (31.9%)	0 (0.0%)
Substantiated Incidents of Nonverbal Behavior	10 (7.3%)	0 (0.0%)	1 (5.0%)	9 (7.8%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

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<b>F. NATURE OF ALLEGATIONS FOR FY 2018 SUBSTANTIATED COMPLAINTS*</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Total Substantiated Complaints</b>	<b>102</b>	<b>0</b>	<b>10</b>	<b>91</b>	<b>1</b>
Substantiated Incidents of Physical Behavior	76 (74.5%)	0 (0.0%)	5 (50.0%)	70 (76.9%)	1 (100.0%)
Substantiated Incidents of Psychological Behavior	6 (5.9%)	0 (0.0%)	6 (60.0%)	0 (0.0%)	0 (0.0%)
Substantiated Incidents of Written Behavior	2 (2.0%)	0 (0.0%)	2 (20.0%)	0 (0.0%)	0 (0.0%)
Substantiated Incidents of Verbal Behavior	43 (42.2%)	0 (0.0%)	6 (60.0%)	37 (40.7%)	0 (0.0%)
Substantiated Incidents of Nonverbal Behavior	10 (9.8%)	0 (0.0%)	1 (10.0%)	9 (9.9%)	0 (0.0%)

\*Percentages will not sum to 100 if there were multiple natures of allegation per complaint.

<b>G. TOTAL OFFENDER CORRECTIVE ACTIONS FOR FY 2018 SUBSTANTIATED COMPLAINTS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Substantiated Complaints</b>	<b>102</b>	<b>0</b>	<b>10</b>	<b>91</b>	<b>1</b>
Total substantiated offenders	197	0	19	174	4
Total substantiated offenders pending corrective action at end of Fiscal Year	3 (1.5%)	0 (0.0%)	3 (15.8%)	0 (0.0%)	0 (0.0%)
Total substantiated offenders with punishment administered	194 (98.5%)	0 (0.0%)	16 (84.2%)	174 (100.0%)	4 (100.0%)
Total substantiated offenders with unknown/missing punishment	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
<b>Total Corrective / disciplinary actions administered to substantiated offenders<sup>2</sup></b>	<b>415</b>	<b>0</b>	<b>43</b>	<b>365*</b>	<b>7</b>
Administrative Action (AA)	123 (29.6%)	0 (0.0%)	5 (11.6%)	118 (32.3%)	0 (0.0%)
Non-Judicial Punishment (NJP)	248 (59.8%)	0 (0.0%)	38 (88.4%)	203 (55.6%)	7 (100.0%)

<sup>2</sup> Multiple corrective / disciplinary actions may be administered at one NJP or one Administrative Action for each Substantiated Offender.



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General Court-Martial (GCM)	2 (0.5%)	0 (0.0%)	0 (0.0%)	2 (0.5%)	0 (0.0%)
Special Court-Martial (SPCM)	32 (7.7%)	0 (0.0%)	0 (0.0%)	32 (8.8%)	0 (0.0%)
Summary Court-Martial (SCM)	10 (2.4%)	0 (0.0%)	0 (0.0%)	10 (2.7%)	0 (0.0%)

**H. OFFENDERS FOR FY 2018 SUBSTANTIATED COMPLAINTS\***

Service/Component	DoD	Army	Navy	Marine Corps	Air Force
<b>Substantiated Complaints</b>	<b>102</b>	<b>0</b>	<b>10</b>	<b>91</b>	<b>1</b>
Total substantiated offenders	197	0	19	174	4
Total substantiated offenders pending corrective action at end of Fiscal Year	3 (1.5%)	0 (0.0%)	3 (15.8%)	0 (0.0%)	0 (0.0%)
Total substantiated offenders with punishment administered	194 (98.5%)	0 (0.0%)	16 (84.2%)	174 (100.0%)	4 (100.0%)
Total substantiated offenders with unknown/missing punishment	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Offenders administered at least one Administrative Action (AA)	114 (58.8%)	0 (0.0%)	5 (31.3%)	109 (62.6%)	0 (0.0%)
Offenders administered at least one Non-Judicial Punishment (NJP)	87 (44.8%)	0 (0.0%)	13 (81.3%)	70 (40.2%)	4 (100.0%)
Offenders administered at least one General Court-Martial (GCM) punishment	1 (0.5%)	0 (0.0%)	0 (0.0%)	1 (0.6%)	0 (0.0%)
Offenders administered at least one Special Court-Martial (SPCM) punishment	11 (5.7%)	0 (0.0%)	0 (0.0%)	11 (6.3%)	0 (0.0%)
Offenders administered at least one Summary Court-Martial (SCM) punishment	5 (2.6%)	0 (0.0%)	0 (0.0%)	5 (2.9%)	0 (0.0%)

\*Percentages will not sum to 100 if there were multiple categories of corrective actions per offender.

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<b>I. SUBSTANTIATED FY 2018 OFFENDER CHARACTERISTICS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Female Substantiated Offenders by Pay Grade</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>7*</b>	<b>0</b>
E1-E4	3 (37.5%)	0 (0.0%)	1 (100.0%)	2 (28.6%)	0 (0.0%)
E5-E6	3 (37.5%)	0 (0.0%)	0 (0.0%)	3 (42.9%)	0 (0.0%)
E7-E9	2 (25.0%)	0 (0.0%)	0 (0.0%)	2 (28.6%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
<b>Male Substantiated Offenders by Pay Grade</b>	<b>189*</b>	<b>0</b>	<b>18</b>	<b>167</b>	<b>4</b>
E1-E4	143 (75.7%)	0 (0.0%)	8 (44.4%)	134 (80.2%)	1 (25.0%)
E5-E6	40 (21.2%)	0 (0.0%)	7 (38.9%)	31 (18.6%)	2 (50.0%)
E7-E9	4 (2.1%)	0 (0.0%)	2 (11.1%)	1 (0.6%)	1 (25.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	2 (1.1%)	0 (0.0%)	1 (5.6%)	1 (0.6%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

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<b>J. COMPLAINANT CHARACTERISTICS ASSOCIATED WITH FY 2018 SUBSTANTIATED OFFENDERS<sup>3</sup></b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Female Complainants by Pay Grade</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>
E1-E4	8 (100.0%)	0 (0.0%)	1 (100.0%)	7 (100.0%)	0 (0.0%)
E5-E6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
<b>Male Complainant by Pay Grade</b>	<b>148</b>	<b>0</b>	<b>11</b>	<b>136</b>	<b>1</b>
E1-E4	144 (97.3%)	0 (0.0%)	9 (81.8%)	134 (98.5%)	1 (100.0%)
E5-E6	4 (2.7%)	0 (0.0%)	2 (18.2%)	2 (1.5%)	0 (0.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

<sup>3</sup> Navy has one complaint with no complainant. Three Marine Corps complainants' Gender and Paygrade are unknown.

# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

<b>K. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) FOR FY 2018 SUBSTANTIATED COMPLAINTS<sup>4</sup></b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Working Relationship</b>	<b>379*</b>	<b>0</b>	<b>24</b>	<b>351*</b>	<b>4</b>
Member chain of command	124 (32.7%)	0 (0.0%)	1 (4.2%)	123 (35.0%)	0 (0.0%)
Military coworker	176 (46.4%)	0 (0.0%)	16 (66.7%)	156 (44.4%)	4 (100.0%)
Military person of higher rank/grade who was not in chain of command	38 (10.0%)	0 (0.0%)	5 (20.8%)	33 (9.4%)	0 (0.0%)
Unknown	41 (10.8%)	0 (0.0%)	2 (8.3%)	39 (11.1%)	0 (0.0%)
<b>Gender Relationship</b>	<b>379*</b>	<b>0</b>	<b>24</b>	<b>351</b>	<b>4</b>
Same gender	356 (93.9%)	0 (0.0%)	22 (91.7%)	330 (94.0%)	4 (100.0%)
Different gender	18 (4.7%)	0 (0.0%)	2 (8.3%)	16 (4.6%)	0 (0.0%)
Unknown	5 (1.3%)	0 (0.0%)	0 (0.0%)	5 (1.4%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

<b>L. FY 2018 POPULATION STRENGTH BY STATUS<sup>5</sup></b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Status</b>					
Active Duty	1,293,489	467,163	322,138	184,667	319,521
Civilian	635,172	250,864	192,161	17,686	174,462
Reserve and Guard (Selected)	798,168	527,028	57,729	38,460	174,951
Guard (Selected)	443,088	336,498	-	-	106,589
Reserve (Selected)	355,080	190,529	57,729	38,460	68,362

<sup>4</sup> One Navy complaint had no relationship as there was no complainant reported

<sup>5</sup> Strength is calculated by averaging monthly strength provided by Defense Manpower Data Center. DoD Civilian Strength does not include Office of the Secretary Defense civilians.

# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Summary of Demographic Information for FY 2018 Substantiated Offenders

FY 2018 MALE Substantiated Offenders by Pay grade	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Pay grade</i>															
E1-E4	136	7	143	0	0	0	7	1	8	128	6	134	1	0	1
E5-E6	38	2	40	0	0	0	7	0	7	29	2	31	2	0	2
E7-E9	2	2	4	0	0	0	1	1	2	0	1	1	1	0	1
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>178</b>	<b>11</b>	<b>189</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>2</b>	<b>18</b>	<b>158</b>	<b>9</b>	<b>167</b>	<b>4</b>	<b>0</b>	<b>4</b>

# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Summary of Demographic Information for FY 2018 Substantiated Offenders

FY 2018 MALE Substantiated Offender(s) by Race, Ethnicity, and Age	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<b>Race</b>															
American Indian or Alaska Native	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0
Asian	5	0	5	0	0	0	0	0	0	5	0	5	0	0	0
Black or African American	35	3	38	0	0	0	6	1	7	28	2	30	1	0	1
Native Hawaiian or Other Pacific Islander	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
White	131	8	139	0	0	0	8	1	9	120	7	127	3	0	3
Multi-Racial	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
Unknown	3	0	3	0	0	0	2	0	2	1	0	1	0	0	0
<b>Ethnicity</b>															
Hispanic	30	5	35	0	0	0	0	0	0	30	5	35	0	0	0
Non-Hispanic	135	2	137	0	0	0	5	0	5	126	2	128	4	0	4
Unknown	13	4	17	0	0	0	11	2	13	2	2	4	0	0	0
<b>Age</b>															
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	151	6	157	0	0	0	9	1	10	140	5	145	2	0	2
26 – 35 years	23	3	26	0	0	0	4	0	4	18	3	21	1	0	1
36 – 45 years	2	1	3	0	0	0	1	0	1	0	1	1	1	0	1
46 – 55 years	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0
56 – 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	2	0	2	0	0	0	2	0	2	0	0	0	0	0	0
<b>TOTAL Offenders</b>	<b>178</b>	<b>11</b>	<b>189</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>2</b>	<b>18</b>	<b>158</b>	<b>9</b>	<b>167</b>	<b>4</b>	<b>0</b>	<b>4</b>

# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Summary of Demographic Information for FY 2018 Substantiated Offenders

FY 2018 FEMALE Substantiated Offender(s) by Pay grade	DoD			Army			Navy			MC			AF		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Pay grade</i>															
E1-E4	3	0	3	0	0	0	1	0	1	2	0	2	0	0	0
E5-E6	3	0	3	0	0	0	0	0	0	3	0	3	0	0	0
E7-E9	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL Offenders</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>

# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Summary of Demographic Information for FY 2018 Substantiated Offenders

FY 2018 FEMALE Substantiated Offender(s) by Race, Ethnicity, and Age	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<b>Race</b>															
American Indian or Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
Black or African American	2	0	2	0	0	0	1	0	1	1	0	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	5	0	5	0	0	0	0	0	0	5	0	5	0	0	0
Multi-Racial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Ethnicity</b>															
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Hispanic	7	0	7	0	0	0	0	0	0	7	0	7	0	0	0
Unknown	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0
<b>Age</b>															
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	5	0	5	0	0	0	1	0	1	4	0	4	0	0	0
26 – 35 years	2	0	2	0	0	0	0	0	0	2	0	2	0	0	0
36 – 45 years	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL Offenders</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>



# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Summary of Demographic Information for Substantiated Complainants

FY 2018 MALE Substantiated Complainant(s) by Pay grade	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Pay grade</i>															
E1-E4	138	6	144	0	0	0	8	1	9	129	5	134	1	0	1
E5-E6	4	0	4	0	0	0	2	0	2	2	0	2	0	0	0
E7-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL Complainants</b>	<b>142</b>	<b>6</b>	<b>148</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>11</b>	<b>131</b>	<b>5</b>	<b>136</b>	<b>1</b>	<b>0</b>	<b>1</b>

NOTE: 1 Navy complaint has no complainant. Tables for 3 Marine Corps complainants with unknown gender and pay grade are not included (2 Active duty and 1 Unknown employee type).

# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Summary of Demographic Information for FY 2018 Substantiated Offenders

FY 2018 MALE Substantiated Complainant(s) by Race, Ethnicity, and Age	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<b><i>Race</i></b>															
American Indian or Alaska Native	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
Asian	5	0	5	0	0	0	0	0	0	5	0	5	0	0	0
Black or African American	9	0	9	0	0	0	1	0	1	8	0	8	0	0	0
Native Hawaiian or Other Pacific Islander	3	0	3	0	0	0	0	0	0	3	0	3	0	0	0
White	122	6	128	0	0	0	9	1	10	112	5	117	1	0	1
Multi-Racial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	2	0	2	0	0	0	0	0	0	2	0	2	0	0	
<b><i>Ethnicity</i></b>															
Hispanic	20	2	22	0	0	0	0	0	0	20	2	22	0	0	0
Non-Hispanic	110	3	113	0	0	0	0	0	0	109	3	112	1	0	1
Unknown	12	1	13	0	0	0	10	1	11	2	0	2	0	0	0
<b><i>Age</i></b>															
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	136	4	140	0	0	0	9	1	10	126	3	129	1	0	1
26 – 35 years	4	2	6	0	0	0	0	0	0	4	2	6	0	0	0
36 – 45 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	2	0	2	0	0	0	1	0	1	1	0	1	0	0	0
<b>TOTAL Complainants</b>	<b>142</b>	<b>6</b>	<b>148</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>11</b>	<b>131</b>	<b>5</b>	<b>136</b>	<b>1</b>	<b>0</b>	<b>1</b>

# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Summary of Demographic Information for FY 2018 Substantiated Offenders

FY 2018 FEMALE Complainant(s) by Pay grade	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<i>Pay grade</i>															
E1-E4	8	0	8	0	0	0	1	0	1	7	0	7	0	0	0
E5-E6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E7-E9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W1-W5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O1-O3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O4-O6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
O7-O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DoD Civilian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-DoD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL Complainants</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>

# 2018 ANNUAL REPORT HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

## Summary of Demographic Information for FY 2018 Substantiated Offenders

FY 2018 FEMALE Substantiated Complainant(s) by Race, Ethnicity, and Age	DoD			Army			Navy			Marine Corps			Air Force		
	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL	Active Duty	Reserve	TOTAL
<b><i>Race</i></b>															
American Indian or Alaska Native	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	7	0	7	0	0	0	1	0	1	6	0	6	0	0	0
Multi-Racial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b><i>Ethnicity</i></b>															
Hispanic	1	0	1	0	0	0	0	0	0	1	0	1	0	0	0
Non-Hispanic	6	0	6	0	0	0	0	0	0	6	0	6	0	0	0
Unknown	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0
Missing/Blank	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b><i>Age</i></b>															
< 18 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18 – 25 years	0	0	0	0	0	0	1	0	1	7	0	7	0	0	0
26 – 35 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 – 45 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46 - 55 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56 - 65 years	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL Complainants</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>

## HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

Note: FY 2017 data in these tables is based on the reporting date of December, 2017 for Army, Navy, and Air Force. The Marine Corps data is based on updates provided in February 2018.

<b>A. TOTAL NUMBER OF FY 2017 HAZING CASES</b>					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
<b>Total Cases</b>	<b>299</b>	<b>34</b>	<b>20</b>	<b>233*</b>	<b>12</b>
Substantiated	136 (45.5%)	12 (35.3%)	13 (65.0%)	109 (46.8%)	2 (16.7%)
Unsubstantiated	121 (40.5%)	12 (35.3%)	5 (25.0%)	98 (42.1%)	6 (50.0%)
Pending	39 (13.0%)	10 (29.4%)	2 (10.0%)	26 (11.2%)	1 (8.3%)
Inconclusive	3 (1.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (25.0%)

\*Percentages may not sum to 100 due to rounding.

<b>B. NOTIFICATIONS TO CONVENING AUTHORITY IN FY 2017 SUBSTANTIATED CASES</b>					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
<b>Total Substantiated Cases</b>	<b>136</b>	<b>12</b>	<b>13</b>	<b>109</b>	<b>2</b>
Within 3 duty days	115 (84.6%)	0 (0.0%)	9 (69.2%)	106 (97.2%)	0 (0.0%)
More than 3 duty days	4 (2.9%)	0 (0.0%)	1 (7.7%)	3 (2.8%)	0 (0.0%)
Unknown	17 (12.5%)	12 (100.0%)	3 (23.1%)	0 (0.0%)	2 (100.0%)

<b>C. DUTY STATUS OF COMPLAINANTS ASSOCIATED WITH FY 2017 SUBSTANTIATED OFFENDERS</b>					
Service/Component	DoD	Army	Navy	Marine Corps	Air Force
<b>Total Complainants</b>	<b>297</b>	<b>16*</b>	<b>14</b>	<b>264</b>	<b>3</b>
On-Duty (i.e., during duty hours)	272 (91.6%)	9 (56.3%)	11 (89.7%)	249 (94.3%)	3 (100.0%)
Off-Duty	24 (8.1%)	6 (37.5%)	3 (10.3%)	15 (5.7%)	0 (0.0%)
Both On- and Off-Duty	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown/Missing	1 (0.3%)	1 (6.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

## HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

<b>D. DUTY STATUS OF FY 2017 SUBSTANTIATED OFFENDERS</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Total Substantiated Offenders</b>	<b>308</b>	<b>31</b>	<b>31</b>	<b>243</b>	<b>3</b>
On-Duty (i.e., during duty hours)	251 (81.5%)	16 (51.6%)	19 (63.3%)	213 (87.7%)	3 (100.0%)
Off-Duty	56 (18.2%)	15 (48.4%)	12 (38.7%)	29 (11.9%)	0 (0.0%)
Both On- and Off-Duty	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	1 (0.3%)	0 (0.0%)	0 (0.0%)	1 (0.4%)	0 (0.0%)

<b>E. NATURE OF ALLEGATIONS FOR FY 2017 SUBSTANTIATED CASES</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Total Substantiated Cases</b>	<b>136</b>	<b>12</b>	<b>13</b>	<b>109</b>	<b>2</b>
<b>Total Types of Allegation(s) in Substantiated Cases</b>	<b>193</b>	<b>25</b>	<b>20</b>	<b>145*</b>	<b>3</b>
Substantiated Incidents of Physical Behavior	111 (57.5%)	9 (36.0%)	10 (50.0%)	90 (62.1%)	2 (66.7%)
Substantiated Incidents of Psychological Behavior	16 (8.3%)	8 (32.0%)	8 (40.0%)	0 (0.0%)	0 (0.0%)
Substantiated Incidents of Written Behavior	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Substantiated Incidents of Verbal Behavior	53 (27.5%)	7 (28.0%)	2 (10.0%)	43 (29.7%)	1 (33.3%)
Substantiated Incidents of Nonverbal Behavior	13 (6.7%)	1 (4.0%)	0 (0.0%)	12 (8.3%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

## HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

<b>F. OFFENDERS FOR FY 2017 SUBSTANTIATED CASES</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Substantiated Cases</b>	<b>136</b>	<b>12</b>	<b>13</b>	<b>109</b>	<b>2</b>
Total substantiated offenders	308	31	31	243*	3
Total substantiated offenders pending corrective action at end of Fiscal Year	9 (2.9%)	5 (16.1%)	0 (0.0%)	4 (1.6%)	0 (0.0%)
Total substantiated offenders with punishment administered	280 (90.9%)	11 (35.5%)	31 (100.0%)	236 (97.1%)	2 (66.7%)
Total substantiated offenders with unknown/missing punishment	19 (6.2%)	15 (48.4%)	0 (0.0%)	3 (1.2%)	1 (33.3%)
<b>Total Corrective / disciplinary actions administered to substantiated offenders<sup>6</sup></b>	<b>628*</b>	<b>26</b>	<b>53</b>	<b>546*</b>	<b>3</b>
Administrative Action (AA)	114 (18.2%)	3 (11.5%)	13 (24.5%)	96 (17.6%)	2 (66.7%)
Non-Judicial Punishment (NJP)	466 (74.2%)	8 (30.8%)	40 (75.5%)	418 (76.6%)	0 (0.0%)
General Court-Martial (GCM)	1 (0.2%)	0 (0.0%)	0 (0.0%)	1 (0.2%)	0 (0.0%)
Special Court-Martial (SPCM)	12 (1.9%)	0 (0.0%)	0 (0.0%)	12 (2.2%)	0 (0.0%)
Summary Court-Martial (SCM)	11 (1.8%)	0 (0.0%)	0 (0.0%)	11 (2.0%)	0 (0.0%)
Not Reported/Missing	16 (2.5%)	15 (57.7%)	0 (0.0%)	0 (0.0%)	1 (33.3%)
Not Applicable	3 (0.5%)	0 (0.0%)	0 (0.0%)	3 (0.5%)	0 (0.0%)
Unknown	5 (0.8%)	0 (0.0%)	0 (0.0%)	5 (0.9%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

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<sup>6</sup> Multiple corrective / disciplinary actions may be administered at one NJP or one Administrative Action for each Substantiated Offender.

## HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

<b>G. SUBSTANTIATED FY 2017 OFFENDER CHARACTERISTICS<sup>7</sup></b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Female Substantiated Offenders by Pay Grade</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>1</b>
E1-E4	6 (60.0%)	0 (0.0%)	0 (0.0%)	6 (85.7%)	0 (0.0%)
E5-E6	3 (30.0%)	1 (100.0%)	0 (0.0%)	1 (14.3%)	1 (100.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	1 (10.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
<b>Male Substantiated Offenders by Pay Grade</b>	<b>297*</b>	<b>30*</b>	<b>30</b>	<b>235</b>	<b>2</b>
E1-E4	202 (68.0%)	13 (43.3%)	11 (36.7%)	178 (75.7%)	0 (0.0%)
E5-E6	70 (23.6%)	5 (16.7%)	15 (50.0%)	49 (20.9%)	1 (50.0%)
E7-E9	19 (6.4%)	9 (30.0%)	2 (6.7%)	8 (3.4%)	0 (0.0%)
WO1-WO5	1 (0.3%)	1 (3.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	1 (0.3%)	1 (3.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O4-O6	2 (0.7%)	1 (3.3%)	0 (0.0%)	0 (0.0%)	1 (50.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	1 (0.3%)	0 (0.0%)	1 (3.3%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	1 (0.3%)	0 (0.0%)	1 (3.3%)	0 (0.0%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

<sup>7</sup> Gender and pay grade of one Marine Corps offender is unknown.



## HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

<b>H. COMPLAINANT CHARACTERISTICS ASSOCIATED WITH FY 2017 SUBSTANTIATED OFFENDERS<sup>8</sup></b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Female Complainants by Pay Grade</b>	<b>29*</b>	<b>3</b>	<b>1</b>	<b>24</b>	<b>1</b>
E1-E4	25 (86.2%)	2 (66.7%)	1 (100.0%)	22 (91.7%)	0 (0.0%)
E5-E6	2 (6.9%)	0 (0.0%)	0 (0.0%)	2 (8.3%)	0 (0.0%)
E7-E9	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	1 (3.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	1 (3.4%)	1 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
<b>Male Complainant by Pay Grade</b>	<b>265*</b>	<b>12</b>	<b>13*</b>	<b>238</b>	<b>2</b>
E1-E4	252 (95.1%)	10 (83.3%)	6 (46.2%)	235 (98.7%)	1 (50.0%)
E5-E6	10 (3.8%)	2 (16.7%)	5 (38.5%)	3 (1.3%)	0 (0.0%)
E7-E9	1 (0.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)
WO1-WO5	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O1-O3	1 (0.4%)	0 (0.0%)	1 (7.7%)	0 (0.0%)	0 (0.0%)
O4-O6	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
O7-O10	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Civilian	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
DoD Government Contractor	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Non-DoD	1 (0.4%)	0 (0.0%)	1 (7.7%)	0 (0.0%)	0 (0.0%)
Unknown	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

\*\* Gender and Paygrade of 1 Army, 1 Navy, and 1 Marine Corps complainants unknown.

<sup>8</sup> Gender and pay grade of three complainants are unknown: 1 Army, 1 Navy, and 1 Marine Corps complainant.

## HAZING PREVENTION AND RESPONSE IN THE ARMED FORCES

<b>I. RELATIONSHIP OF OFFENDER(S) TO COMPLAINANT(S) FOR FY 2017 SUBSTANTIATED CASES</b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Working Relationship</b>	<b>852</b>	<b>62*</b>	<b>33*</b>	<b>754*</b>	<b>3*</b>
Member chain of command	120 (14.1%)	23 (37.1%)	8 (24.2%)	88 (11.7%)	1 (33.3%)
Military coworker	73 (8.6%)	26 (41.9%)	16 (48.5%)	31 (4.1%)	0 (0.0%)
Military person of higher rank/grade who was not in chain of command	43 (5.0%)	9 (14.5%)	1 (3.0%)	32 (4.2%)	1 (33.3%)
Military subordinate	5 (0.6%)	1 (1.6%)	1 (3.0%)	2 (0.3%)	1 (33.3%)
Civilian coworker	1 (0.1%)	0 (0.0%)	0 (0.0%)	1 (0.1%)	0 (0.0%)
Other	5 (0.6%)	0 (0.0%)	1 (3.0%)	4 (0.5%)	0 (0.0%)
Other military	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
No relationship	6 (0.7%)	0 (0.0%)	6 (18.2%)	0 (0.0%)	0 (0.0%)
Unknown	599 (70.3%)	3 (4.8%)	0 (0.0%)	596 (79.0%)	0 (0.0%)
<b>Gender Relationship</b>	<b>852</b>	<b>62*</b>	<b>33*</b>	<b>754</b>	<b>3</b>
Same gender	772 (90.6%)	57 (91.9%)	25 (75.8%)	687 (91.1%)	3 (100.0%)
Different gender	69 (8.1%)	2 (3.2%)	2 (6.1%)	65 (8.6%)	0 (0.0%)
Unknown	11 (1.3%)	3 (4.8%)	6 (18.2%)	2 (0.3%)	0 (0.0%)

\*Percentages may not sum to 100 due to rounding.

<b>J. FY 2017 POPULATION STRENGTH BY STATUS<sup>1</sup></b>					
<b>Service/Component</b>	<b>DoD</b>	<b>Army</b>	<b>Navy</b>	<b>Marine Corps</b>	<b>Air Force</b>
<b>Military Status</b>					
Active Duty	1,283,104	464,386	319,077	183,800	315,842
Civilian	637,949	255,296	190,158	17,941	174,555
Reserve and Guard (Selected)	809,385	539,220	57,995	38,621	173,549
Guard (Selected)	446,645	341,592	-	-	105,054
Reserve (Selected)	362,740	197,628	57,995	38,621	68,496

Note: Strength is calculated by averaging monthly strength provided by Defense Manpower Data Center. DoD Civilian Strength does not include Office of the Secretary Defense civilians.

### XIII. List of Acronyms

ACTS	Automated Case Tracking System
AFI	Air Force Instruction
CA	Convening Authority
CCA	Command Climate Assessment
CCS	Command Climate Specialist
CID	Criminal Investigation Command
CMEO	Command Managed Equal Opportunity
CNO	Chief of Naval Operations
CO	Commanding Officer
CONUS	Continental United States
CRT	Command Resilience Team
DASH	Discrimination and Sexual Harassment
DEOCS	DEOMI Organizational Climate Survey
DEOMI	Defense Equal Opportunity Management Institute
DEORG	Defense Equal Opportunity Reform Group
DoD	Department of Defense
DoDI	Department of Defense Instruction
EO	Equal Opportunity
EOA	Equal Opportunity Advisor
FR2	Force Risk Reduction
FSA	Full Speed Ahead
FY	Fiscal Year
GMT	General Military Training
IG	Inspector General
IGMC	Inspector General of the Marine Corps
MCO	Marine Corps Order
MEO	Military Equal Opportunity
NAVPERS	Navy Personnel
NDAA	National Defense Authorization Act
NIMS	Not In My Squad
NJP	Non-Judicial Punishment
ODEI	Office of Diversity, Equity, and Inclusion
OPNAVINST	Office of the Chief of Naval Operations Instruction
OPREP	Operational Report
OSD(P&R)	Office of the Under Secretary of Defense for Personnel and Readiness
PAC	Prohibited Activities and Conduct
R.C.M.	Rule for Courts-Martial
SECNAVINST	Secretary of the Navy Instruction
SMA	Sergeant Major of the Army
U.S.C.	United States Code